Annual Reports

THE

ONE HUNDRED SECOND AND THIRD

OF THE

CONGREGATIONAL EDUCATION SOCIETY

AND THE

EIGHTY-SIXTH AND EIGHTY-SEVENTH

OF THE

CONGREGATIONAL PUBLISHING SOCIETY

1918-1919

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1918-1919

CONGREGATIONAL HOUSE
14 BEACON STREET, BOSTON, MASS.

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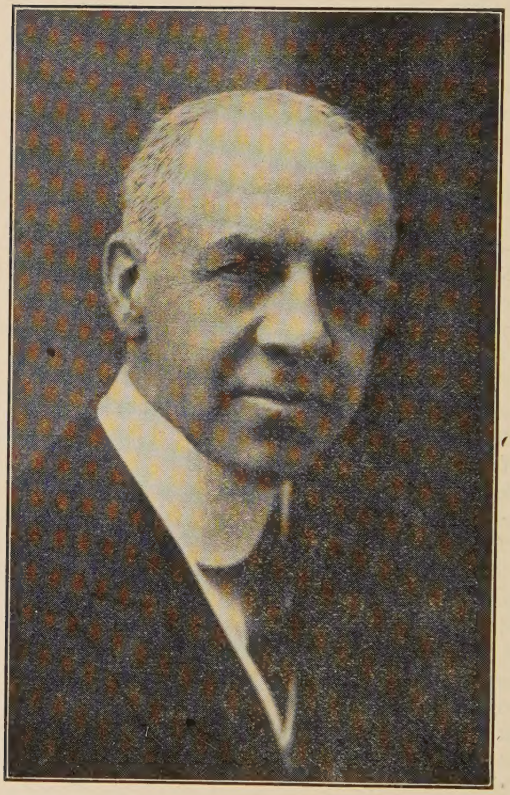
CONTENTS

	PAGE
President Clarence F. Swift	5
J. Converse Gray, Esq	7
Secretary Edward S. Tead	9
Officers	10
Annual Meeting of the Congregational Education Society	12
Congregational Education Society	14
Institutions and Student Life	15
Missionary Education Department	17
Social Service Department	19
Field Work Department	21
Congregational Training School for Women	22
Schauffler Missionary Training School	23
Atlanta Theological Seminary	24
Union Theological College	26
Fairmount College	27
Redfield College	29
Franklin Academy	30
Iberia Academy	31
Kidder Institute	31
Ward Academy	32
Scholarships	33
Examining Committees	34
Statement of Receipts and Expenditures	36
Life Members	42
Honorary Members	45
By-Laws of the Congregational Education Society	46
Annual Meeting of the Congregational Publishing Society	55
Congregational Publishing Society	57
Department of Educational Publications	59
Congregationalist and Advance	68
Business Department	72
By-Laws of the Congregational Publishing Society	86



PRESIDENT CLARENCE F. SWIFT

PRESIDENT CLARENCE F. SWIFT

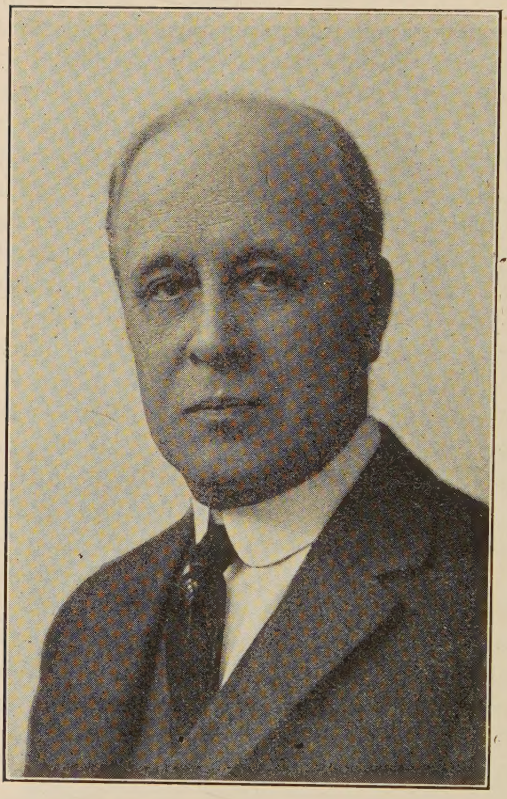
On March 25, 1919, Rev. Clarence F. Swift, D.D., President of the Congregational Education Society and the Congregational Publishing Society, passed to his reward.

Dr. Swift was born in Oberlin, July 27, 1861, and it was here that his body was laid to rest on March 30th last.

He graduated from Oberlin College in 1882, and following studies in Oberlin Theological Seminary, graduated from Union Seminary in 1886, was ordained to the Congregational ministry the same year, and held pastorates in Smyrna and Saratoga Springs, N. Y.; Plymouth Church, Lansing, Mich.; Park Avenue Church, Minneapolis, Minn.; Central Church, Fall River, Mass., and was pastor of Plymouth Church, Denver, Colo., at the time of his death.

Dr. Swift was one of the friendliest of men, genial, manly, and wholly Christian. He had a keen mind and possessed in large measure those qualities of heart which turn knowledge into wisdom. These with his sense of humor and his kindly unselfishness made him a choice and inspiring companion. Preacher and pastor of marked ability, he was greatly beloved by his congregations and by all who knew him.

Dr. Swift became a member of the Board of Directors of the Congregational Sunday School and Publishing Society in 1907, remaining a member of that Board until that Society and the Congregational Education Society came under one management in 1915, at which time he was elected President of the two societies, which office he held during the remainder of his life. He gave unstintingly of his time and energy to this work, took a personal interest in all the secretaries and field workers, was a wise adviser, and true to the best interests of all who came within his circle of influence.



J. CONVERSE GRAY, ESQ.

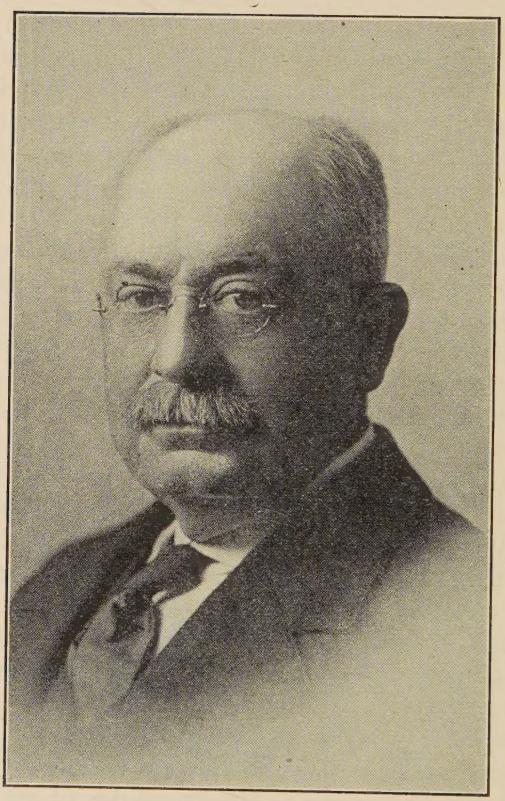
J. CONVERSE GRAY, ESQ.

J. Converse Gray, Esq., died October 13, 1919, after an illness of approximately four weeks. He was born June 3, 1855, graduated from Amherst College in 1877, and after graduating from the Boston Law University, was for a few years associated with the law firm of Hyde, Dickerson & How.

His father, Mr. Joseph H. Gray, became a member of the Board of Directors of the Education Society in 1875, and served from that date until his retirement in 1892, at which time the son was elected to the position. For the succeeding twenty-seven years Mr. Gray served continuously on the Board and as a member, and for the entire period as Chairman of the Finance Committee, and has in large measure taken care of the legal matters of the Society without other remuneration than a consciousness of service well done for his Master and the Kingdom.

Mr. Gray was the finest type of New England gentleman, dignified, deliberate, well-poised, with the highest ideals, strictest integrity and an unflinching devotion to duty. He was an honored member and for many years an officer of the Old South Church, an active and influential officer in many educational, benevolent and charitable organizations, a worthy and influential member of the legal profession, and a man respected and trusted by all who knew him.

This Society is particularly indebted to Mr. Gray for the large amount of time, energy and service which he gave throughout the long period. His knowledge of the affairs of the Society for so many years, his faithfulness in caring for its legal interests, and his unstinted devotion to the work make his death an especially great loss.



SECRETARY EDWARD S. TEAD

SECRETARY EDWARD S. TEAD

In the death of Secretary Edward S. Tead, on September 8, 1919, the Congregational Education Society met with great sorrow and loss.

Mr. Tead was born in Boston, September 14, 1852. He graduated from Amherst College in 1875, and following studies in New Haven, graduated from AndoverTheological Seminary in 1878. He held pastorates in Warren Church, Westbrook, Me., and Prospect Hill Church, Somerville, Mass.

Mr. Tead was a man of genuine Christian character, a sweet and lovable spirit, and one who knew how to cooperate with others in work. With a keen and gentle humor and with a rare genius for friendship, he endeared himself to a circle of warm friends, who miss and mourn him.

Secretary Tead came to the position of leadership in the Society in the days of his strength in 1901, and gave most loyally and effectively to the development of its work. Through literature and public address he held the attention of the churches to the great needs of our academies and colleges and of suitably prepared men for the ministry. He presented in a moving way the appeal for an educated leadership. His heart was in that appeal and he reached the hearts of others. He prepared the literature of the Society in such manner that its high quality was often mentioned by those who used it, and it was eagerly sought, particularly by the Woman's Unions of the country.

During his administration the Society grew in its income and influence. It was in this period that the New West Education Commission was absorbed, and the work in Utah and New Mexico had a warm place in his heart. His large-hearted sympathy went out to those who lacked opportunity and he made the Society a power in helping them. He left an influence in missionary and ministerial service that will be abiding.

OFFICERS

President, Charles R. Brown, D.D., LL.D.
Vice-President, William Horace Day, D.D.
Recording Secretary, Rev. Frank M. Sheldon
General Secretary, Rev. Frank M. Sheldon
Secretary of Social Service, Arthur E. Holt, Ph.D.
Secretary of Missionary Education, Herbert W. Gates, D.D.
Treasurer, H. M. Nelson
Assistant Treasurer, S. F. Wilkins

DIRECTORS

Term Expiring in 1921

William H. Day, D.D., Connecticut
Prof. Hugh Hartshorne, Ph.D., New York
Rev. Horace Holton, Massachusetts
S. A. Norton, D.D., Massachusetts
Harry E. Peabody, D.D., Wisconsin
Prof. Frank G. Ward, Illinois
Prof. L. A. Weigle, Ph.D., Connecticut
Percy R. Ziegler, Massachusetts

Term Expiring in 1923

A. J. Crockett, Massachusetts
E. V. Grabill, Massachusetts
Rev. Ashley D. Leavitt, Massachusetts
William T. McElveen, D.D., Oregon
Rev. O. A. Petty, Ph.D., Connecticut
Rev. L. T. Reed, New York
Prof. R. S. Smith, Massachusetts
Edwin A. Stockin, Massachusetts

Term Expiring in 1925

Charles W. Bond, Massachusetts
Rev. Edward C. Camp, Massachusetts
Miss Miriam F. Choate, New York
C. W. Davidson, Massachusetts
E. D. Eaton, D.D., LL.D., District of Columbia
H. R. Gibbs, Massachusetts
Prof. Warren J. Moulton, Ph.D., Maine
Rev. Jason N. Pierce, Massachusetts

STANDING COMMITTEES

Religious Educational Publications and Field Work

Luther A. Weigle
Ethelbert V. Grabill
Robert S. Smith
Stephen A. Norton
Hugh Hartshorne
Orville A. Petty

Institutions and Student Life and Young People's

Edward C. Camp
Ashley D. Leavitt
Jason N. Pierce
Frank G. Ward

Missionary Education and Social Service

Edward D. Eaton
Lewis T. Reed
Miss Miriam F. Choate
Charles R. Brown
Harry E. Peabody
Horace Holton

Congregationalist and General Publications

Herbert R. Gibbs
William T. McElveen
Edwin Stockin
Warren J. Moulton
William H. Day
Charles W. Davidson

Business and Finance

Charles W. Davidson
Ethelbert V. Grabill
Edwin Stockin
Charles W. Bond
Arthur J. Crockett
Percy R. Ziegler

CORPORATE MEMBERS AT LARGE

Term Expiring in 1921

Rev. E. C. Camp, Massachusetts
Ernest B. Allen, D.D., Ohio
Marquis Eaton, Illinois
Hon. T. C. McMillan, Illinois
Stephen A. Norton, D.D., Massachusetts
Edward M. Noyes, D.D., Massachusetts

Term Expiring in 1923

Charles R. Brown, D.D., Connecticut
C. W. Davidson, Massachusetts
E. V. Grabill, Massachusetts
William T. McElveen, D.D., Oregon
Rev. Lewis T. Reed, New York

Term Expiring in 1925

Pres. M. Leroy Burton, D.D., Minnesota
Rev. Raymond C. Brooks, California
Herbert R. Gibbs, Massachusetts
Rev. John L. Kilbon, Massachusetts
Rev. John R. Nichols, D.D., Illinois
Rev. Austin Rice, Massachusetts

ANNUAL MEETING

CONGREGATIONAL EDUCATION SOCIETY

In accordance with notices duly published in *The Congregationalist and Advance,* the Annual Meeting of the Congregational Education Society convened in Park Congregational Church, Grand Rapids, Michigan, Wednesday, October 29, 1919, at 12.15 P. M.

In the absence of the President and Vice-President, Prof. L. A. Weigle was elected Chairman of the meeting.

Prayer was offered by Rev. Ernest Bourner Allen.

The Minutes of the last Annual Meeting were approved without reading.

Voted: That the new By-Laws as amended and printed be adopted.

The Nominating Committee of the National Council presented the following named persons for officers, directors and corporate members:

OFFICERS

President, Dean Charles R. Brown, Connecticut

Vice-President, Rev. William Horace Day, Connecticut

Recording Secretary, Rev. Frank M. Sheldon, Massachusetts

General Secretary, Rev. Frank M. Sheldon, Massachusetts
(As nominated to the committee by the Board of Directors)

Treasurer, Mr. Harry M. Nelson, Massachusetts

DIRECTORS

Term Expiring in 1921

Rev. Horace Holton, Massachusetts (A. M. A.), in place of Rev. Ambrose Vernon, resigned

Mr. Percy A. Ziegler, Massachusetts, in place of Rev. Jason N. Pierce, resigned

Prof. Hugh Hartshorne, New York, in place of Rev. Frank R. Shipman, resigned

Term Expiring in 1923

To confirm the *ad interim* appointment of Rev. O. A. Petty, Connecticut, in place of Rev. Daniel F. Bradley, resigned

To confirm the *ad interim* appointment of Mr. A. J. Crockett, Massachusetts, in place of Pres. M. L. Burton, resigned

To confirm *ad interim* appointment of Mr. Edwin A. Stockin, Massachusetts, in place of Mr. J. J. Tillinghast, resigned

To confirm *ad interim* appointment of Prof. Robert Seneca Smith, Massachusetts, in place of Prof. E. T. St. John, resigned

Rev. Ashley D. Leavitt, Massachusetts, in place of George E. Brock, resigned

Term Expiring in 1925

Charles Wood Bond, Esq., Massachusetts
Rev. Edward C. Camp, Massachusetts
Miss Miriam F. Choate, New York (W. H. M. F.)
Mr. Charles W. Davidson, Massachusetts
Rev. Edward D. Eaton, District of Columbia (Am. Board)
Mr. H. R. Gibbs, Massachusetts
Prof. Warren J. Moulton, Maine
Rev. Jason Noble Pierce, Massachusetts

CORPORATE MEMBERS AT LARGE

Term Expiring in 1921

Rev. E. C. Camp, Massachusetts, to fill vacancy caused by the death of Rev. C. F. Swift

Hon. T. C. McMillan, Illinois, to fill vacancy of Mr. E. K. Warren, deceased

Term Expiring in 1925

Pres. M. Leroy Burton, Minnesota
Rev. Raymond C. Brooks, California
Mr. Herbert R. Gibbs, Massachusetts
Rev. John L. Kilbon, Massachusetts
Rev. John R. Nichols, Illinois
Rev. Austin Rice, Massachusetts

The tellers announced a majority of the ballots cast for the list as named and they were declared elected.

The report of the Board of Directors was presented by Secretary Sheldon.

Special statements with reference to the passing of Secretary Edward S. Tead, Rev. Clarence F. Swift, D.D., and J. Converse Gray, Esq., were presented by Secretary Sheldon.

Voted: To adjourn.

CONGREGATIONAL EDUCATION SOCIETY

F. M. SHELDON, *General Secretary*

The past two years have seen significant developments in the Education Society. Within that time complete adjustments between this Society and the C. S. S. E. S. and the development of cooperative relationships with the Publishing Society have been practically consummated. The division of work and workers gave to the Education Society the matter of initiating the entire religious education program and seeing that it is carried to the churches, while the Extension force is to act as lieutenants in the latter part of this project.

The Society is now organized under five departments, viz.: The Institutions and Student Life, Social Service, Missionary Education, Young People's, and Field Work Departments. The Institutions and Student Life Department covers all the field formerly occupied by the Education Society. It has also added a number of training schools, taken on the entire religious program as it relates to work among college and university students, and the program for recruiting Christian leaders. Reports from the Social Service, Missionary Education, and Young People's Departments and plans for their work are incorporated as parts of this report.

The total receipts of the Society for regular appropriation purposes for the two years ending June 1, 1919, have been $198,488, as compared with $145,500 for the two years preceding. In the readjustment the apportionment was increased from 5½ per cent to 6½ per cent. The results of this increased apportionment, as also some of the results from the Every Member Drive, are showing in the increased income which is especially apparent during the last six months.

Secretary Miles B. Fisher, D.D., began his work as Secretary of the Missionary Education Department immediately following the last meeting of the Council. He is well qualified for this important task, having a splendid general religious education background, a wide acquaintance and a warm interest in missionary work. Through his untiring efforts the Department is now a real and rapidly growing factor in missionary education.

Secretary Henry A. Atkinson, D.D., had charge of the work in the Social Service Department until this last year, when he was called to be Secretary of the Church Peace Union. The Society and the denomination are to be congratulated on securing Rev. Arthur E. Holt, Ph.D., to take that responsible position. He has a practical grasp of sound educational principles, is intimately acquainted with rural life problems, is a keen student of industrial affairs, and is possessed of deep insight and broad sympathies. By training and by experience he is well equipped to lead the denomination in its social service efforts.

The Young People's Department was created something over a year ago, and has been steadily gathering data and formulating plans which it is now ready to bring to the attention of our churches. The report which is printed in full in pamphlet form gives certain general conclusions drawn from the questionnaire, states the principles which should guide in young people's work, describes present organizations and efforts among young people with the larger possibilities of some of these, proposes a federation of these organizations or groups, with plans for unifying and expanding the work. Emphasis is placed upon the advisability of a strong Religious Education Committee in the local church and provision is made for a counselor, who shall advise with the young people regarding their entire program.

INSTITUTIONS AND STUDENT LIFE

Student Aid

The total number of students aided for the year ending June 1, 1918, was 141. These were distributed as follows:

Theological Seminaries	91
Colleges	29
Union Theological College	17
Congregational Training School	1
Ward Scholarships	3
	141

Fourteen of these received the aid as a loan, the remainder as grants. The amount granted on regular scholarships was

$50.00 for each student and on the Ward Scholarships $40.00 each.

For the year ending June 1, 1919, the total number of scholarships was 98, distributed as follows:

Theological Seminaries	71
Colleges	12
Union Theological College	11
Ward Scholarships	4
	98

The number who received the aid as a loan was six. The amount of aid granted to each student, both regular and Ward Scholarships, was $75.00.

The heavy decrease in the number of students aided during this last year reflects the inroad made upon our theological schools and even upon our colleges by the war. It is earnestly hoped that the present year will see a large increase in attendance upon these institutions.

Work Among Students in State Universities

The denomination through this Society is endeavoring to meet a growing sense of responsibility for its students who attend tax-supported colleges and universities. Other denominations are increasing their efforts along this line and the developments in Congregational work have been considerable. The proportion of students at these institutions is on the increase and the religious forces which have been working in them, both in the Christian Associations and those of the local church, need to be supplemented by special church workers. This movement was recognized and endorsed by the Christian Associations, and plans for cooperative effort, and even identity of organization in many of these centers, have been developed.

These great tax-supported schools find it impossible, in many cases, to do anything in an official way for the students along religious lines. The possibility of Christian leadership to be obtained from these schools cannot be ignored by the churches, and there is no more strategic opportunity to reach

some of the finest young manhood and womanhood of the country than in these large school centers.

The Society is now helping to maintain work for Congregational students in California, Illinois, Iowa, Kansas, Michigan, Nebraska, and North Dakota State Universities; in Iowa, Kansas, Michigan, and New Hampshire State Colleges of Agriculture; and in Leland Stanford University. There are a number of other places where we ought to take up work in the immediate future and the amount being invested in centers already occupied should be increased as soon as possible, to the end that we may secure and hold the most effective workers.

The Colleges and Academies

During the two years aid has been given, by direct appropriation, to five colleges, five academies, and four training schools, and to eight schools which have had all or part of the Society's apportionment for the state in which that institution is located.

Special two-day conferences were held in twelve middle-west colleges for the purpose of cooperating in the Christian work of the schools and particularly to present the claims of Christian leadership callings.

These institutions are a large source of our sorely needed Christian leaders. The increased cost of living has placed peculiar burdens upon the leaders of these schools, increasing the cost of operation from twenty-five to seventy-five per cent over pre-war expenses. Other denominations are rallying to the needs of their institutions and it is high time Congregationalists came to the help of the splendid group of schools affiliated with our churches.

MISSIONARY EDUCATION DEPARTMENT

MILES B. FISHER, D.D., *Secretary*

1. The Department of Missionary Education found the Tercentenary chart left on its doorstep. It was taken in, nurtured, and has grown to twice its original size. About 1,700 schools are now enrolled, and are carrying forward this miniature educational program involving instruction, interest and giving. All boards cooperate freely in preparation of necessary literature.

2. For 1919 Twelve Missionary Topics for Young People's Meetings have been prepared with suggestions for the conduct of the several meetings and with references to periodicals, leaflets and books. Similar topics have been chosen for 1920. From month to month fresh notes are provided in our Congregational periodicals.

3. Twelve monthly missionary topics for the midweek church meeting have been published and annotated in *The Congregationalist and Advance*. A similar series is planned for 1920.

4. The department has promoted the presentation of Missionary Education on programs of District Associations and State Conferences. As a help to speakers upon such topics, seven leaflets have been prepared giving grist for seven addresses on various phases of Missionary Education.

5. An elective course of thirteen lessons for young people's classes is nearly completed on Our Congregational Mission Boards, their history, work, great names and needs. A plain statement of facts vitally connected will lead students into acquaintance with all the boards, will satisfy their reasonable desire for knowledge and will thus cultivate a proprietary interest in the boards.

6. The department has outlined a weekday course of religious education for Primaries and Juniors with particular regard to social attitudes of obedience, sympathy, helpfulness, loyalty, friendship and giving. With effective cooperation of the Religious Educational Publications Department the work is well under way.

7. The Church School of Missions has been commended to our people in many ways. When for eight consecutive weeks a church—the whole church—sets aside one evening a week for missions study, in classes grouped by subjects studied, and graded by ages—juniors, intermediates, young people, adults,—it is preparing for a new era of intelligence, enthusiasm and power.

The department undertakes to pass to writers of Sunday-school lesson notes fresh material coming from the various boards. The idea is to furnish illustrative material from the mission fields at home or abroad.

SOCIAL SERVICE DEPARTMENT

ARTHUR E. HOLT, PH.D., *Secretary*

The work of the Social Service Department for the past biennium has been chiefly in and through the National Service Commission created by the last Council. That Commission asked the Education Society for the release of Secretary Henry A. Atkinson. The Society was happy to grant this request, since the work of the Commission was the most significant social service it was possible to render. However the office at 14 Beacon Street was kept open and some real service rendered to the churches.

The work of the department has been so closely identified with the National Service Commission that a digest of the Commission's report is given as a report for the department.

In accordance with the resolutions of the National Council, the National Service Commission was created. Offices were established in New York and the Commission served in the following ways:

1. Cooperated with other Christian agencies and with the Government in all efforts for the welfare of our soldiers.

2. Organized campaigns in our churches in cooperation with the government, along the line of Liberty Loans, Food Conservation, and to make clear the Moral Aims of the War.

3. Cooperated with the Wartime Commission of the Federal Council of Churches, the Secretary rendering special service in this field.

4. Worked with the Fosdick Commission in its efforts to keep the army clean and with chaplains and Y. M. C. A. workers within the camps.

Camp pastors were supplied at three centers.

Part of the cost of four buildings in as many cantonments was provided.

The churches near army camps were assisted for a long period and a large number in less extensive fashion.

Four negro churches near negro soldier camps were given substantial aid.

Our Commission through its Secretary rendered peculiarly valuable service in interpreting to the churches and the country the moral aims of the war.

The Commission carried on extensive publicity and educational work, using nearly one and one-half million leaflets and over one hundred thousand letters. Patriotic and Victory Services for use in the churches were part of this literature.

One of the most important services rendered was in equipment and aid furnished to chaplains. One hundred and seven Congregational chaplains were appointed and of these seventy-eight were equipped by the Commission.

The total amount raised for all purposes to August 1, 1919, was $79,838.76. The total expended was $78,960.77.

In addition to the splendid leadership given by Secretary Atkinson, Dr. Frank E. Jenkins, President of Piedmont College, has given loyal and extended service, even when the needs of the school were imperative. Mrs. Henry A. Atkinson has labored constantly, untiringly, and efficiently, handling the office and looking after all manner of detail. Mrs. Atkinson and Dr. Jenkins merit the unstinted gratitude of our Congregational constituency. Dr. W. W. Leete for New England and Dr. and Mrs. Edwin S. Bliss in Washington have also rendered most valuable service.

What remains of the war work will doubtless be carried on by Secretary Holt through the Social Service Department of the Education Society.

At present the department proposes the following service to the churches.

Christian Churches are groups of people who have heard the call to the Christian vocation which comes from Jesus Christ and are pledged to the working out of social justice in the human vocations which come to them out of the communities in which they live. As Christians they are banded together for the task of promoting social justice in themselves and in others.

The service which can be rendered by the Social Service Department can be briefly summarized under four heads:

1. The Social Service Department should help these groups of Christians become thoroughly conscious of the demands which arise out of their Christianity that they give social justice.

2. The Social Service Department should assist these

groups of Christians in becoming thoroughly conscious of their community situations.

3. The Social Service Department should assist these groups of Christians in becoming conscious of their resources for social ministrations in their corporate capacity as churches.

4. The Social Service Department should assist these groups of Christians in working out the methods and technique of a socially serviceable church in these varied communities.

FIELD WORK DEPARTMENT

In charge of the General Secretary

This Department is under the direct care of the General Secretary, much of the detail work being done by Miss Mabel E. Patten, the Educational Assistant. At the beginning of the two years which this report is intended to cover this Department took full charge of the eight field men who were doing the largest amount of religious education work in their former connection with the Sunday School and Publishing Society.

The territory is divided with Rev. W. Vernon Lytle in charge of all New England except Connecticut; with Rev. Milton S. Littlefield, D.D., in charge of Connecticut, New York, Pennsylvania, New Jersey, Delaware, District of Columbia and Maryland.

Rev. Charles L. Fisk has charge of Ohio and the territory south of the Ohio and east of the Mississippi Rivers.

Rev. R. W. Gammon, D.D., is in charge of Michigan, Indiana, Illinois, Missouri, Wisconsin, Minnesota, North and South Dakota.

Rev. C. G. Murphy, D.D., gives the major portion of his time to Nebraska but also has charge of Oklahoma, Arkansas and Louisiana.

Rev. Fred Grey is Secretary for Kansas.

Rev. Franklin J. Estabrook, with headquarters at Denver, Col., has Colorado, Montana, Wyoming, Southern Idaho, Utah, New Mexico and Texas.

Rev. John H. Matthews, with headquarters at Seattle, Wash., has charge of Washington, Oregon, Northern Idaho.

Miss Sarah E. Bundy, giving part time only, has charge of Southern California.

Rev. Paul R. Reynolds and Miss Sallie McDermott are assistants to Dr. Gammon in the Middle West District.

These Secretaries, with the help of Extension Society workers who serve as their lieutenants, are the chief force for carrying the entire program of the Education and Publishing Societies to the churches. It is their business to be acquainted with all departments of the work and to give our churches the largest possible aid in the entire religious education program. In State conferences, district associations, special religious education institutes, young people's society conventions, summer conferences of various kinds, and as time and energy permit, in individual churches on Sundays and week-days, these people are giving the finest type of help and cooperation to our pastors and churches.

These workers do not usually visit a conference or a church, give an address and immediately leave for another field or for home. Wherever possible, they have conferences with groups of workers in local churches, or with the groups and individuals at the various gatherings which they attend. In this conference work it is possible to come into close contact with the problems which our churches are facing.

It is sufficient indication of the vital value of the service which the Society is rendering to the churches in this manner to know that the demands upon the time and the calls for the service of most of these workers have more than doubled in the last eighteen months. They cannot begin to fill the appointments which press upon them.

The Congregational Training School for Women

5603 Dorchester Avenue, Chicago, Illinois

Margaret Taylor, Dean

The Congregational Training School for Women completed the first decade of its history in June, 1919—a period during which such solid foundations have been laid by those who had a clear vision of their goal and who put their own lives into the partial attaining of it, that the School can now stand firmly upon those foundations as it faces confidently the new era. To honor the two deans whose lives were literally given to the

making of the School, the alumnæ have established the Fensham-Taylor Service Fund which has already grown to generous proportions.

In June, 1918, and in June, 1919, the number of young women who were being graduated was wholly inadequate to supply the calls that came in for them from the churches. From New England to Montana and Colorado come the calls for these young women. In these two years thirteen young women have gone out to serve in various ways, chiefly as Directors of Religious Education, Directors of Young People's Work and Church Assistants. It is significant that in the summer of 1919 no one of the alumnæ of the Training School is making a change in her place of service.

A long cherished plan was realized immediately after the close of the year, 1918-19, when the School was moved to the South Side. It is now located near the University of Chicago, across the street from the University Congregational Church and close to the Library of the Religious Education Association. The new number is 5603 Dorchester Avenue.

Dean Agnes M. Taylor, whose death occurred in December, 1918, has been succeeded by Miss Margaret Taylor, formerly Dean of Illinois Woman's College, who came to the School September 1.

Schauffler Missionary Training School

511 Fowler Ave., Cleveland, O.

Mrs. Mary W. Mills, Principal

During the past year Schauffler has been seriously affected by the high prices of food stuffs, and the influenza has been an adverse influence. But though greatly handicapped, she has held her own in enrollment and has increased somewhat her equipment.

Forty young women registered during 1918-19. These represented thirteen nationalities and nearly as many religious denominations and states and countries. The graduating class numbered eight, each one of whom represented a different nationality. These young women have been called to Cuba among the Spanish people, to Mansfield, Ohio, among the Italians, to Boston and other parts of New England among the

Russians, to Cleveland in the International Institute of the Y. W. C. A., to Virginia among the Slovaks, to Georgia among the negroes, to a large church in an Ohio city which has begun to reach out to its foreign speaking neighbors, and to Schauffler as assistant secretary.

We have been fortunate in welcoming a number of students from other religious denominations besides the Congregational and have reached a larger number of institutions and churches in the way of practical service than ever before.

The Administration Building provided for by the women of the Home Missionary Federation is a daily joy and a great asset in the way of equipment for service. Though not entirely furnished, it gives us adequate administrative facilities and proper class rooms with gymnasium, kindergarten, dining room and kitchen. The checks for the endowment of the building—providing for up-keep and furnishing—are coming in with encouraging frequency and within another year we hope to be completely equipped so far as our Administration Building is concerned.

Atlanta Theological Seminary

Atlanta, Ga.

Rev. Frank R. Shipman, President

This report, while it looks forward, will be devoted largely to looking back. The reason for such a review is that the personnel of the Seminary has undergone unusual changes in the last two years.

In May, 1917, Rev. Frank E. Jenkins, D.D., became president, undertaking the office in addition to his duties as president of Piedmont College. At this time Dr. E. Lyman Hood had been the president for twelve years; that is to say, during most of the Seminary's lifetime. It would be hard to tell how much the institution has owed to his faith and courage and perseverance. He found it crowded into one building. He left it adequately housed and in possession of five buildings. He found it living almost from day to day in its poverty, and in those early days Dr. and Mrs. Hood were sometimes housefather and mother and food providers to the student family. The school was following the normal life of other theological

seminaries when they left. Dr. Hood will be remembered long for his services to Atlanta.

Dr. Jenkins remained in the presidency for two years. During 1917-1918 Dr. Hood remained also as Field President; but his long-continued labors compelled him to make a halt, and he resigned in the late summer of 1918. In May, 1919, Professor Frank R. Shipman was elected president, succeeding to Dr. Jenkins' large and well-laid plans for the future.

The Faculty has changed largely in these two years. No one of the professors who has left had been associated with Atlanta long enough to cause his departure to seem like the ending of an era in its life; but all had done useful work and had labored for the Seminary's upbuilding.

Dr. Jenkins' presidency began with the war and ended with the return of our soldiers from Europe. Naturally the student body was small during this time. In 1918-1919 the numbers fell to eleven and the graduates to four. Because either of age or of marriage or of some physical disability, none of these had been subject to the first draft.

It will take the Seminary some time to surmount the abnormal conditions caused by the war. At the best ministers' salaries are low in the South, and at present young men see plainly that the profession of the ministry means sacrifice clear and sharp. Nevertheless, there will be men who will hear Christ's call to be his preachers, clearer and more imperative than the appeal of worldly comfort. Atlanta will address itself gladly to the further equipment of these men.

The task of our Southern Congregational Seminary is in some respects more challenging as well as more difficult than that of any other of our seminaries. Southern Congregational churches, like all other Southern churches, are—very many of them—churches which hold services but one Sunday in the month. Of the 2,000 Baptist churches in Alabama, only 500 have services more than one Sunday a month, and only 150 hold their services the full four Sundays of the month. It will easily be recognized that, in this condition of things, the ability to preach well is exalted, and the pastor's other work must be done quickly and masterfully if done at all. The task laid out for the Seminary, therefore, is to train its students to preach the Gospel with power, as men who will have the

listeners in each of their churches but one Sunday in the month, and to minister to the Sunday school and to the homes of their people as effectively as possible in brief periods of time.

Union Theological College

Chicago, Illinois

C. A. Osborne, Secretary

The work of Union Theological College during the past two years has revealed and fully demonstrated some most significant facts.

Some years ago there was all but universal recognition of the fact that hundreds of Congregational churches were in need of trained pastors and there were none available; that fully half of our 6,000 churches—including at least two-thirds of our mission fields—were supplied by untrained men, most of them borrowed from other denominations and unacquainted with the genius and spiritual power of our Pilgrim faith. But while these facts were known it was doubted whether any reasonable number of desirable men could be found to take the needed training in case a new school should be inaugurated. It is in this latter direction that decisive evidence has been produced.

In its first year the College secured most of its students from the undergraduate Institutes of Chicago Theological Seminary, but of the twenty new men who came the second year only one in five were in the "foreign" departments. And this past year all but two of the twenty-one new students were properly classified in the regular English department, though some of them were Americans of foreign extraction and hence bi-lingual. In other words at least five-sixths of our thirty-five students this last year were full-fledged, English-speaking Americans.

More important than numbers is quality. Our men average 28 years old. Most of them have had pastoral experience and more than half are married and are now acting pastors of churches. (Probably nowhere else than in this center could so many men secure pastorates.) When such men who have made and are making some success in the ministry come to

college, they come with a purpose and a vision that cannot be gainsaid. The quality and stamina and devotion of the men is high! It is no wonder that state superintendents are appealing for men like the ones they have tried out.

Experience has demonstrated the wisdom of a four-year College-Seminary curriculum. Two years of science, and of philosophy, ethics, logic and literature, a half of the most desirable college curriculum chosen with the ministry in view, and two-thirds of the most essential and practical theological seminary course—omitting only the dead languages and the more post-graduate refinements of criticism and special investigation, this is our four-year "theological college" curriculum. For the man past twenty-five, the man shut off from a college and a seminary seven-year course, the man who is anxious to do the world's work in the places of large service, this course of study has justified itself.

Since all the graduates of all our Congregational seminaries put together only totaled eighty last year, over against a total of 119 deaths, and since a large proportion of seminary graduates are not in pastorates, and since about 500 "others" (than Congregational) pastors are reported in our churches now, it seems clear not only that there is supreme need of the work of Union Theological College, but that it has demonstrated its ability to do a most necessary and valued work in a worthy way, and has reason to thank its generous friends and ask for a still larger share in the gifts and prayers of the churches as it too pursues a pilgrim way.

Fairmount College

Wichita, Kansas

Walter H. Rollins, President

In common with other educational institutions of the country, Fairmount College suffered during the period of the war years. The year of 1917 was the banner year in the history of the college with a total enrollment for the year of 320, which decreased over a hundred by June, 1919. The graduating class numbered 33, nine of whom were men and all but one of these had seen service in the Great War.

The new year has opened with an enrollment of over 275 students and the promise of reaching 300 before the close of the school year.

Last year the college answered the call of the War Department and a Student Army Training Corps was established, and 218 men were enrolled. Two barracks and a mess hall were built and for two short months Fairmount Campus was a military camp. With the armistice, over half of the men left and the college did not fully recover from the effects during the rest of the year.

The spirit of the school, however, was manifest in its pledge of a thousand dollars to continue the Fairmount-in-Turkey fund which centers around the work of Anatolia College. Already this year the Y. M. C. A. and Y. W. C. A. are pushing their interests and the character building elements of the college are receiving renewed emphasis.

Naturally the depleted student body is reflected in the financial condition of the college. In June, 1919, it became necessary to borrow a larger sum for the completion of the year than in any recent year, but it is hoped that it may be possible to reduce this in the coming months. In the fall of 1917 a campaign was carried on locally for current funds which will probably make available $16,000 a year for five years. In these years something must be done among Congregational friends for a permanent endowment. For some months several of the middle west colleges of Congregational affiliation have been organizing for a drive in the interests of these colleges. Wichita citizens, regardless of denominational lines, have been very generous to Fairmount; but the fact remains we are a Congregational College. Will members of our church help us?

With assurance of the future we press on, believing our opportunity is ever widening in the City of the Southwest. Faculty, trustees and alumni have manifested splendid loyalty through the hard years and stories of real sacrifice and missionary spirit could be told. Fairmount is built on Christian character and ever seeks to be worthy of her motto: "Fairmount builds Character."

Redfield College

Redfield, South Dakota

Edward A. Fath, President

The years 1917-19 were very difficult ones for the institution. As one of the main purposes is the training of leaders to work among the German-speaking Russians, it has always been necessary to give a certain part of the work in the German language. This drew criticism during the first year of the war, even though every effort was made to have critics clearly understand that the German work done was merely a means to an end, viz., to lead men to Christ and not for the sake of the language as such. This, however, made little impression on such as care nothing for religious things in general and it was unpleasant for students and teachers alike to be sneered at on the streets and accused of being unpatriotic. However, the loyalty of teachers and students was of such character that they accepted these disagreeable things in order that the work might not suffer. Our work is "Americanization" in the fullest sense and not merely a language question which is by no means so important as attitude of mind and heart.

A heavy blow came in the summer of 1918 when the State Council of Defense forbade all instruction in German, and the use of German in religious services. This required a complete reorganization of the work and changes in the faculty. In spite of this, and a "flu vacation" of five weeks, just after the beginning of the year's work, the courses offered were carried through. The ban on German instruction was lifted a few weeks after the signing of the armistice, but all instruction was continued in English to the end of the year.

The financial situation, while not what might be desired, has nevertheless been such that all bills were paid at the end of each year. This was accomplished by the exercise of extreme measures which were justified only by the national emergency. Of the amount needed our German-speaking churches have contributed about $8,000 for current expenses in the two years in addition to the amounts given for endowment.

Work on the endowment has been carried on steadily by the

Field Secretary, the Rev. J. F. Reister, and the goal of $125,000 is in sight.

In the last two years we have sent three men into the ministry, and have had 23 in theological courses.

We are grateful for the support and sympathy of all friends who have stood by us so nobly during the crisis.

Franklin Academy

Franklin, Nebraska

George W. Mitchell, President

Franklin Academy, during the year 1918-19, in common with most schools encountered more than the usual number of difficulties.

The demands of war service, either in actual enlistment or in the calls made for workers, cut our enrollment of boys to a very low point. The first week in October, the "flu" broke out in the girls' dormitory, and out of forty-five inmates only three or four escaped. One death occurred among the girls.

The school was closed four weeks. The total attendance for the year in all departments was 106. This is our lowest mark. We believe that good work was done. A spirit of earnest cooperation between teachers and pupils made it possible to overcome the handicaps of the year. A class of sixteen girls was graduated at the close of the year from the full courses.

Income from student sources showed a marked decrease from former years, and war activities made the gathering of gifts exceedingly difficult and it looked as though we must close the year with a considerable deficit.

But the people of Franklin rallied to the support of the school and made subscriptions of nearly twenty-five hundred dollars to close the year and for each of the four years to come.

Growing out of this a campaign has been inaugurated to raise $165,000 for buildings, endowments and general funds.

Principal Mitchell was assigned to the leadership of this campaign and a new principal, R. W. Kretsinger, was chosen to take charge of the school for the new year.

An unusually strong faculty has been secured, and the year opens with an attendance of ninety-three, as compared with seventy-two a year ago.

Iberia Academy

Iberia, Missouri

G. Byron Smith, Principal

Iberia Academy is in a prosperous condition. The school closed the very trying years caused by the war and the burning of its main building with no deficit and a slight surplus in its treasury. The new year begins with its small quarters crowded to the doors, and students turned away.

The plans are all completed for a well-arranged and adequate building, to be built at a cost of $40,000, to take the place of the one burned. It is badly needed and money is being sought for this purpose; $17,000 is already secured, and it is planned to begin excavating this fall, in confidence that the friends of the school will not see the work stop until the building is completed.

During the past year, with the help of the women of the State, a movement was begun to secure an endowment. Already $8,000 is assured, about half of which is now bearing interest. Next to a building, an adequate endowment is the most urgent need of the Academy.

Out of a hundred and forty-seven graduates, ninety-seven have gone on to college and higher institutions of learning, and have been very successful wherever they have gone. Former students are occupying honorable positions all over the land and are carrying with them the Christian spirit of the Academy. The splendid work which the school has done could have been done by no other agency, as it occupies a field entirely its own.

Kidder Institute

Kidder, Missouri

G. W. Shaw, Principal

We have begun the new year with an increase of twenty per cent in number of students. The new freshman class is the largest we have ever had. On account of the war we had few boys in attendance the last two years. Of the new entering class there are 25 boys and 20 girls, a thing unheard of before here. The boys are coming back. We had great

difficulty in securing teachers of first rank the last two years: first, because we could not pay salaries sufficient to attract them; second, because of scarcity, many having entered other work. This year we have the strongest teachers we have ever had. In order to secure them we were obliged to give a substantial increase in salaries.

We were able to add $1,000 to our endowment last year. The women of the State are raising $1,500, one-third of which is to come here, one-third to Iberia Academy and one-third to Schauffler. We are planning a drive in the near future to raise $100,000 for endowment. The Institute has been doing a fine piece of work under very trying circumstances the last few years. We are now better prepared than ever before to do good work. Our students who have gone out from us have been very successful. Our friends and patrons are growing in number and are responding more generously to the needs of the school. In my opinion we have a very bright future before us. We are very much encouraged.

I do not believe there are more worthy schools in the land than Kidder and Iberia. Professor Smith is doing almost the impossible at Iberia. Money spent in these schools goes farther in doing good than any other places known to me. It is to be hoped that more money will find itself coming this way. Could our needs and our possibilities be made more public I am sure more money would be forthcoming.

Ward Academy

Academy, South Dakota

L. E. Camfield, Principal

During 1918-19 we had a large attendance. Warren Hall, our Girls' Hall, was full to overflowing.

The attendance of boys was not large, about normal; but we could not secure a preceptor teacher to oversee and care for them. I went into the Boys' Hall to be with them as much as I could, especially during their study hour in the evening. Mrs. Camfield went to Girls' Hall to live and be an assistant in the kitchen, as our cook left us during the first month of school.

We closed for five weeks on account of the "flu." When we started again one lady teacher gave out, as she had not recovered from the "flu." Other teachers took her work in addition to their own. In November our furnace man, who also had not recovered from the "flu," gave out. I took his place for two weeks, leaving the boys at Boys' Hall to take care of themselves. A most unfortunate situation, as we had a few "problem" boys who were leaders. School discipline and school work suffered greatly.

The large attendance, the good crops, and the fact that Mrs. Camfield and I were serving without pay, and loyal teachers were taking extra work without pay, brought us through the year without debt, though salaries had been increased a little. For the year opening 1919-20 we are again one teacher short. We have increased salaries. But the unfortunate situation of 1918-19 has resulted in a falling off in attendance. So the question of making ends meet, especially with a short crop year, will be a difficult one.

Total attendance 1918–19	134
Graduates	18
Attending College from the 18	5
Granted Certificates by the State and teaching	12
Granted Certificate but helping at home	1

A former graduate, Miss Leona Burr, was commissioned in August at Academy Congregational Church, her home church, as a missionary of the American Board for work in China, a most happy consummation.

SCHOLARSHIPS, 1917-1918

Theological Seminaries

Andover	9	New York Bible School	1
Atlanta	10	Pacific	6
Bangor	16	Talladega	2
Chicago	7	Union T. College	17
Eden	1	Union Th. Sem.	4
Hartford	9	Univ. of Chicago D. Sc.	1
Howard	1	Yale School of Religion	7
Oberlin	20		

Colleges

Amherst	1	Muskingum	1
Bates	2	Northland	1
Bowdoin	2	Olivet	1
Carleton	1	Piedmont	1
Congregational Tr. School for Women	1	Redfield	7
Dartmouth	3	Spokane	1
Grinnell	1	Whitworth	1
Middlebury	1	Yankton	2

Total Theological Seminaries	111
Colleges	27
Ward Scholarships	3
Total	141

SCHOLARSHIPS, 1918-1919

Theological Seminaries

Andover	7	Lane	1
Atlanta	9	Oberlin	13
Auburn	2	Pacific	1
Bangor	11	Talladega	2
Chicago	7	Union T. College	11
Hartford	8	Union Th. Sem.	4
Howard	1	Yale School of Religion	4
Lake Forest	1		

Colleges

Amherst	1	Pomona	1
Bates	2	Redfield	1
Bowdoin	2	Ripon	1
Dartmouth	2	Yankton	1
Harvard	1		

Total Theological Seminaries	82
Colleges	12
Ward Scholarships	4
Total	98

EXAMINING COMMITTEES

Theological Seminaries

Andover, Cambridge, Massachusetts . . . Prof. J. L. Platner, Prof. Daniel Evans

Atlanta, Georgia . . . . . Pres. F. R. Shipman, Rev. A. F. Sherrill, Dean Charles N. Queen

Bangor, Maine . . . . . Pres. D. N. Beach, Prof. F. B. Denio, Prof. W. J. Moulton, Prof. Calvin M. Clark

Chicago, Illinois	Prof. F. G. Ward Pres. O. S. Davis H. T. Stock
Gordon Bible School, Massachusetts	Rev. A. Z. Conrad Dean Nathan W. Wood
Hartford, Connecticut	Prof. Edwin K. Mitchell Prof. Charles S. Thayer
Howard, District of Columbia	Rev. F. P. Woodbury
Oberlin, Ohio	Prof. H. A. Youtz Prof. G. W. Fiske Rev. N. Van der Pyl
Pacific, California	Pres. C. S. Nash Rev. R. C. Brooks Prof. Rowland B. Dodge
Talladega, Alabama	Prof. J. P. O'Brien
Union Theological College, Illinois	Prof. R. A. Jernberg Prof. A. C. Grauer
Union Theological Seminary, New York	Pres. A. C. McGiffert Rev. H. A. Stimson
Yale School of Religion, Connecticut	Dean Charles R. Brown Prof. F. C. Porter George Dahl

Colleges

Amherst, Massachusetts	Pres. Alex. Meiklejohn
Bates, Maine	Prof. George M. Chase
Bowdoin, Maine	Prof. Frank E. Woodruff
Boston University, Massachusetts	Prof. L. J. Birney
Dartmouth, New Hampshire	Dean Craven Laycock
Doane, Nebraska	Pres. J. N. Bennett A. B. Fairchild W. A. Tyler
Fairmount, Kansas	Pres. W. H. Rollins
Fargo, North Dakota	Dean G. R. Vowles
Marietta, Ohio	Pres. E. S. Parsons
Middlebury, Vermont	Pres. J. M. Thomas
Northland, Wisconsin	Prof. W. C. Hitchcock
Oberlin, Ohio	Prof. H. A. Youtz Prof. G. W. Fiske
Piedmont, Georgia	Dean C. J. Sogers
Redfield, South Dakota	E. A. Fath
Wheaton, Illinois	Geo. H. Smith A. J. Fischer D. A. Straw
Yankton, South Dakota	Pres. H. K. Warren

CONGREGATIONAL EDUCATION SOCIETY

Statement of Receipts and Expenditures

For the Year Ending June 1, 1918

Dr.

Receipts

1917, June 1, Balance			$37.41
Donations, undesignated	$45,221.45		
Designated for colleges, academies, university pastorates	13,236.57		
		$58,458.02	
Legacies		4,080.03	
Student-Aid refunded		135.00	
Social Service Department, donations		1,391.16	
Religious Education Department, donations		77.13	
Missionary Education Department, donations		1.00	
Field Work Department, donations		9.50	
Interest from Investments, interest on bank balances, and rebate of tax on National Bank stock		14,305.53	
Investments sold or otherwise liquidated (bal.)		133.30	
Bills Payable (borrowed net)		642.50	
			79,233.17
			$79,270.58

Cr.

Payments

Student Aid		$7,260.00	
Colleges		18,848.15	
Academies		6,815.53	
University pastors		5,271.67	
American Missionary Association		4,242.12	
Religious Education Department		11,864.88	
Social Service Department		5,018.65	
Missionary Education Department		2,475.59	
Field Work Department		955.75	
Young People's Department		341.50	
Religious Day School Work, Gary, Ind.		125.00	
Council Church Boards of Education		804.00	
Annuities		323.50	
Salaries: F. M. Sheldon, Secretary	$2,500.04		
E. S. Tead, Assistant Secretary	1,800.00		
S. F. Wilkins, Assistant Treasurer	500.00		
Clerks	1,482.50		
		6,282.54	
Field Speaker, Stella M. Jordan		600.00	
Expenses: Rent, printing, supplies, etc.		3,254.86	
Traveling Expenses		896.84	
Directors' Expenses		491.29	
Women's Home Missionary Unions		801.07	
The American Missionary		1,139.25	
National Council		552.98	
Tercentenary Plan in the Sunday School		109.86	
Expense Fund held in the Chicago office		350.00	
Interest Bills Payable		194.58	
			79,019.61
Balance			250.97
			$79,270.58

This certifies that I have examined the accounts of S. F. Wilkins, Treasurer of the Congregational Education Society, for the twelve months ending May 31, 1918, and find them correct, showing the balance on hand to be two hundred fifty dollars and ninety-seven cents ($250.97).

I have also examined the securities of the Society, held by the Treasurer, and find them correctly stated in their various investments.

HERBERT N. ACKERMAN, *Auditor.*

Boston, Mass., July 3, 1918.

CONGREGATIONAL EDUCATION SOCIETY

Statement of Receipts and Expenditures

For the Year Ending June 1, 1919

Dr.

Receipts

1918, June 1, Balance			$250.97
Donations, undesignated	$55,761.69		
Designated for colleges, academies, university pastors	16,483.88		
		$72,245.57	
Legacies		30,084.44	
Annuity Gift		1,000.00	
Student-Aid Refunded		1,119.00	
Social Service Department, donations		216.72	
Religious Education Department, donations		941.68	
Field Work Department, donations		20.50	
Missionary Education Department, donations		130.31	
Income from Investments, interest on bank balances, and rebate of tax on National Bank stock		15,159.78	
Bills Payable (borrowed net)		107.50	
			$121,025.50
			$121,276.47

Cr.

Payments

Students		$6,995.00	
Colleges		19,739.21	
Academies		6,114.11	
University Pastors		6,419.14	
Social Service Department		3,286.47	
Religious Education Department		32,095.20	
Field Work Department		2,644.13	
Missionary Education Department		7,163.30	
Religious Day School Work, Gary, Ind.		300.00	
Educational Publication Department		378.84	
War Work Department		55.62	
Sunday School Council Evangelical Denominations		63.80	
Missionary Education Movement		40.45	
Council Church Boards of Education		750.00	
Tercentenary Plan in the Sunday School		1,210.82	
Salaries: F. M. Sheldon, Secretary	$3,000.03		
E. S. Tead, Assistant Secretary	1,800.00		
S. F. Wilkins, Assistant Treasurer	600.00		
Clerks	1,995.79		
		7,395.82	
Field Speaker, Stella M. Jordan		690.00	
Expenses: Rent, printing, postage, etc.		2,489.33	
Traveling Expenses		790.22	
Directors' Expenses		463.25	
Women's Home Missionary Union and Federation		952.93	
The American Missionary		1,076.82	
National Council		529.41	
Annuities		343.50	
Investments (balance)		17,880.12	
Interest, investments paid Yankton & Carleton Colleges		100.00	
Interest Bills Payable		328.01	
			$120,295.50
Balance			980.97
			$121,276.47

This is to certify that I have examined the accounts of S. F. Wilkins, Assistant Treasurer of the Congregational Education Society, for the twelve months ending May 31, 1919, and find them correct, showing the balance on hand to be nine hundred, eighty dollars and ninety-seven cents ($980.97).

I have also examined the Securities of the Society held by the Treasurer, and find them correctly stated in their various investments.

HERBERT N. ACKERMAN, *Auditor.*

Boston, Mass., July 10, 1919.

CONGREGATIONAL EDUCATION SOCIETY

Permanent Funds, June 1, 1919

Scholarship Fund

60	Shares	Merchants' National Bank, Boston, Mass.		$100.00e
13	"	Worcester Bank & Trust Co., Worcester, Mass.		100.00e
11	"	Union National Bank, Lowell, Mass.		100.00e
7	"	Andover National Bank, Andover, Mass.		100.00e
6	"	Huntington Chambers Trust, Boston, Mass.		100.00e
60	"	Massachusetts Gas Co., preferred.		100.00e
5	"	Union Pacific R. Co., preferred.		100.00e
2	"	New York, New Haven & Hartford R. Co.		100.00e
3	"	" " " " " " " "		100.00e
3	"	" " " " " " " "		100.00e
3	"	" " " " " " " "		100.00e
1	Bond	Oregon Short Line R. Co., consol. 1st mtge.	5 %	1,000.00
7	"	Atchison, Topeka & Santa Fe. R., gen'l mtge.	4 %	1,000.00e
8	"	" " " " " " adjustment		500.00e
5	"	Pere & Marquette Rrd. Co., 1st mtge, Series A.	5 %	1,000.00e
		Pere & Marquette Rrd. Co., Temporary Certif., 500, 100,100		700.00
3	"	Glenns Falls Gas & Electric Light Co.	5 %	1,000.00e
1	"	" " " " " "	5 %	500.00
1	"	Clinton Water Works Co.	5 %	1,000.00
2	"	Lockport Gas & Electric Light Co.	5 %	1,000.00e
2	"	" " " " " "	5 %	1,000.00e
3	"	Colorado Springs Electric Co.	5 %	1,000.00e
2	"	" " " "	5 %	1,000.00e
4	"	Western Union Telegraph Co.	4½ %	1,000.00e
1	"	Canton-Akron R. Co.	5 %	1,000.00
5	"	Western Union Telegraph Co., Col. Trust.	5 %	1,000.00e
1	"	United States Steel Corp., sinking fund	5 %	1,000.00
1	"	Western Telephone & Telegraph Co.	5 %	500.00
8	"	New England Telephone & Telegraph Co.	5 %	1,000.00e
1	"	Fitchburg Rd. Co.	3½ %	1,000.00
3	"	United Gas & Electric Co., of N. J.	5 %	1,000.00e
2	"	Rockland Light & Power Co., N. Y.	5 %	1,000.00e
1	"	Southern Power Co., S. C.	5 %	1,000.00
2	"	Sioux City Stock Yards Co., 1st mtge, refunding.	5 %	1,000.00e
1	"	Lake Shore & Michigan Southern R. Co., debenture.	4 %	1,000.00
1	"	New York Central & Hudson River R. Co. Gen'l deb.	4 %	1,000.00
1	"	" " " " " " " " " " "	3½ %	1,000.00
4	"	" " " " " " " " " " "	3½ %	1,000.00e
4	"	St. Louis, Iron Mt. & Southern Ry. Co. (unif. & ref.)	4 %	1,000.00e
5	"	Northern Pacific & Great Northern Joint R.	4 %	1,000.00e
1	"	New York, New Haven & Hartford R. Co. convertible	6 %	1,000.00
5	"	" " " " " " " "	3½ %	1,000.00e
1	"	" " " " " " " "	3½ %	1,000.00
3	"	Lake Shore & Michigan Southern R. Co.	4 %	1,000.00e
1	"	Chicago, Burlington & Quincy R., gen'l mtge.	4 %	1,000.00
10	"	Boston Elevated Ry. Co.	5 %	1,000.00e
1	"	" " " "	4 %	500.00
2	"	Electrical Securities Co., col. tr. sinking fund.	5 %	1,000.00e
4	"	West End Street Ry. Co.	4 %	1,000.00e
4	Shares	Connecticut & Passumpsic Rivers R. Co., pfd., per value.		100.00e
40	"	St Louis Bridge Co., 1st pfd.		100.00e
12	"	Penn. R. Co.		50.00e
1	"	" " "		50.00
3	"	Boston Elevated Ry. Co.		100.00e
4	"	" " " "		100.00e
		Deposit Danvers Savings Bank		346.34
		" " " "		493.65
		" Mechanics Savings Bank, Westerly, R. I.		23.26
		" Institutions for Savings, Roxbury, Mass.		546.03
		" Newton Savings Bank, Newton, Mass.		836.30
		" Charlestown Five Cents Savings Bank.		1,814.65
1	Bond	United States Liberty, 3d.	4¼ %	1,000.00
1	"	" " " "	4¼ %	500.00
1	"	" " " "	4¼ %	1,000.00
1	"	" " " "	4¼ %	500.00

Mead Scholarship Fund

8	Shares	Norfolk & Western R. Co., pfd.		$100.00e
3	Bonds	Ohio River R. Co.	5 %	1,000.00e
2	"	Utica & Mohawk Valley R. Co.	4½ %	1,000.00e
2	"	Cleveland C. C. & St. Louis R. Co., gen'l mtge.	4 %	1,000.00e

Clapp Scholarship Fund

3 Bonds	Current River Rrd. Co.	5 %	$1,000.00e
1 "	City of Chicago	4 %	500.00

Hampshire Scholarship Fund

2 Bonds	Des Moines Electric Co.	5 %	$1,000.00e
	Deposit Beverly Savings Bank, Beverly, Mass.		10.35
	" Salem Five Cents Savings Bank, Salem, Mass.		102.22

Penniman Scholarship Fund

	Deposit Home Savings Bank, Boston, Mass.		$307.35

J. H. Cushing Scholarship Fund

1 Bond	Atchison, Topeka & Santa Fe R., gen. mtge.	4 %	$500.00

Coburn Scholarship Fund

2 Shares	Naumkeag Trust Co., Salem, Mass.		$100.00e
4 "	Boston Elevated Ry. Co.		100.00e
2 "	" " " " new pref.	7 %	100.00e
2 Bonds	Baltimore & Ohio R. Co., prior lien.	3½%	1,000.00e
4 "	Norfolk & Western R. Co., 1st consol. mtge.	4 %	500.00e
2 "	Oregon Short Line R. Co.	4 %	1,000.00e
2 "	Northern Pacific & Great Northern R. Co.	4 %	1,000.00e
2 "	American Telephone & Telegraph Co.	4 %	1,000.00e
6 "	Japanese Government.	4½%	£100.00e
1 "	" "	4½%	£200.00
1 "	Oregon, Washington, R. R. & Navigation Co., 1st ref. mtge.	4 %	500.00
1 "	Edison Electric Co., Brockton, Mass.	5 %	1,000.00
3 "	Pawtucket Gas Co., 1st mtge.	4 %	1,000.00e
	Deposit Five Cents Savings Bank, Salem, Mass.		344.60
1 Bond	Southern Pacific Ry. Co.	4 %	1,000.00
1 "	West End Street Ry. Co.	4 %	1,000.00
20	United States War Savings Stamps		84.20

Charles Ward Scholarship Fund

1 Bond	New York Central & Husdon River R. Co.	4 %	$1,000.00
3 "	Southern Pacific R. Co.	4 %	1,000.00e

Wilkinson Scholarship Fund

	Deposit Charlestown Five Cents Savings Bank		$406.25
2 Bonds	New York Central & Hudson River R. Co., gold deb.	4 %	1,000.00e

Orcutt Scholarship Fund

2 Bonds	Chicago, Rock Is. & Pacific R. Co., 1st ref. mtge.	4 %	$1,000.00e

Yankton Scholarship Fund

1 Bond	United Gas & Electric Co., 1st mtge.	5 %	$1,000.00

Carleton Scholarship Fund

1 Bond	United Gas & Electric Co., 1st mtge.	5 %	$1,000.00

Mrs. L. E. Ward Academy Fund

	Deposit Danvers Savings Bank, Danvers, Mass.		$25.09
	" Warren Institutions for Savings, Charlestown, Mass.		333.00
1 Bond	Southern Pacific Rrd. Co.	4 %	1,000,00
1 "	Boston & Maine Rrd. Co.	4 %	1,000.00
2 "	Massachusetts Gas Co.	4½%	1,000.00e

Gordon Academy Fund

8 Shares	Huntington Chambers Trust.		$100.00e
3 "	New York & Hartford R. Co.		100.00e
4 "	Boston Elevated Ry. Co.		100.00e
3 Bonds	Northern Pacific Ry. Co., gen. lien.	3 %	1,000.00e
3 "	Colorado Springs Electric Co.	5 %	1,000.00e
	Deposit Salem Five Cents Savings Bank, Salem, Mass.		261.62
	" Beverly Savings Bank, Beverly, Mass.		85.57

Proctor Academy Fund

2	Bonds	Massachusetts Gas Co.	4½%	$1,000.00e

John Ward Fund

1	Bond	Boston & Albany Rrd.	3½%	$1,000.00
5	"	Town of Peabody, Mass.	4 %	1,000.00e
2	"	Old Colony Rrd.	4 %	1,000.00e
2	"	Augusta Water District.	4 %	500.00
1	"	" " "	4 %	500.00e
4	"	Washington County, Me. Ry. Co., 1st mtge.	3½%	1,000.00e
		Deposit Salem Savings Bank, Salem, Mass.,		62.37

Mather Fund

7	Shares	Huntington Chambers Trust.		$100.00e
5	"	Baltimore & Ohio R. Co., pfd.		100.00e
2	"	New York, New Haven & Hartford R. Co.		100.00e
3	"	" " " " " " " "		100.00e
1	"	" " " " " " " "		100.00
7	Bonds	Chicago Railway Co., Series "A"	5 %	1,000.00e
7	"	" " " " "B"	5 %	1,000.00e
1	"	" " " " "B"	5 %	1,000.00
1	"	Lake Shore & Michigan Southern R. Co.	4 %	1,000.00
3	"	Western Telegraph & Telephone Co.	5 %	1,000.00e
1	"	" " " " "	5 %	500.00
5	"	Consumers Power Co., 1st lien.	5 %	1,000.00e
2	"	Chicago Junction Ry. & Union Stock Yards Co.	4 %	1,000.00e
1	"	Canton-Akron R. Co.	5 %	1,000.00
3	"	International Mercantile Marine Co.	6 %	1,000.00e
1	"	Detroit Edison Co.	5 %	1,000.00
1	"	Milwaukee Gas Light Co.	4 %	1,000.00
2	"	" " " " " 1st mtge.	4 %	1,000.00e
2	"	Chicago & Western Indiana R. Co., 1st mtge	4 %	1,000.00e
4	"	New York, New Haven & Hartford R. Co. (Harlem Rv., Portchester)	4 %	1,000.00e
1	"	Lake Shore & Michigan Southern R. Co.	4 %	1,000.00
1	"	New York Central & Hudson River Co., gen. deb.	4 %	1,000.00
7	"	St. Louis Iron Mt. & Southern R. Co., unif. and ref.	4 %	1,000.00e
3	"	Oregon Short Line R. Co.	4 %	1,000.00e
3	"	American Telegraph & Telephone Co.	4 %	1,000.00e
3	"	" " " " "	4 %	1,000.00e
3	"	Northern Pacific & Great Northern Joint R.	4 %	1,000.00e
1	"	Detroit & Toledo Shore Line R. Co.	4 %	1,000.00
1	"	American Agricultural Chemical Co.	5 %	1,000.00
4	"	Southern Pacific R. Co., 1st ref. mtge.	4 %	1,000.00e
1	"	Atchison, Topeka & Santa Fe R., Okl. Div., 1st mtge.	4 %	1,000.00
4	"	Lake Shore & Michigan Southern R. Co.	4 %	1,000.00e
1	"	New York Telephone Co., 1st gen. mtge.	4½%	1,000.00
2	"	Massachusetts Gas Co.	4½%	1,000.00e
3	"	Boston & Albany R. Co., debenture	4 %	1,000.00e
		Deposit Salem Savings Bank, Salem, Mass.		386.07
		" Beverly Savings Bank, Beverly, Mass.		21.52
		" The Washington Trust Co., Westerly, R. I.		81.88
		" Salem Savings Bank, Salem, Mass.,		190.66

Secretary Fund

1	Bond	Oregon Short Line Rrd. Co., income. A	5 %	$1,000.00
3	"	Central Vermont Ry. Co.	4 %	100.00e
		" " " " " stock scrip		24.00
1	Bond	Atchison, Topeka & Santa Fe R. Co., gen. mtge.	4 %	500.00
2	"	Reading Co., gen. mtge.	4 %	1,000.00e
4	"	Central Vermont Ry. Co.	4 %	1,000.00e
1	"	" " "	4 %	500.00
3	"	Wisconsin Central Ry. Co.	4 %	1,000.00e
2	"	New York Central & Hudson River R. Co., gold deb.	4 %	1,000.00e
2	"	Lake Shore & Michigan Southern R. Co.	4 %	1,000.00e
		Deposit Five Cents Savings Bank, Salem, Mass.		455.75

Edward L. Clarke Fund (Annuity) (Perm.)

1	Bond	Electrical Securities Corp. Sinking Fd.	5 %	$1,000.00

George Z. Mechling Fund

		Deposit Andover Savings Bank, Andover, Mass.		$140.00

Alvan A. Sweet Fund (General Education)

1	Bond	Hudson County, N. J.	4 %	$1,000.00
1	"	Baltimore & Ohio R. Co.	5 %	1,000.00
1	"	Boston & Albany Rrd. Co.	3½%	1,000.00
		Deposit Citizens' Savings Bank, Fall River, Mass.		39.56

Orren Strong Saunders Fund (To accumulate 25 years)

1	Bond	City of Minneapolis, perm. improvment.	4 %	$1,000.00
1	"	City of Baltimore, Water Loan	4 %	1,000.00
1	"	Illinois Central Rrd. Co., Louisville Div.	3½%	1,000.00
2	"	Augusta (Me.) Water District.	4 %	500.00e
1	"	Chicago, Milwaukee & St. Paul Ry. Co.	4 %	1,000.00
		Deposit Worcester County Institutions for Savings, Worcester, Mass.		640.78
1	Bond	United States Liberty Loan, 2d	4 %	100.00
1	"	" " " " " 3d	4¼%	100.00
1	"	" " " " " 4th	4¼%	50.00
1	"	" " " " " 4th	4¼%	50.00

General Investments

9	Shares	Baltimore & Ohio R., preferred.		$100.00e
1	Bond	St. Louis Transit Co.	5 %	1,000.00
1	"	United States Liberty Loan, 1st.	3½%	50.00
31	Shares	Davis & Lawrence Co.		100.00e
10	"	Belding Bros., preferred.		100.00e
125	"	Fellows Medical Mfg. Co.		100.00e
2	Notes	Samuel Ladinsky, 1st mtge.	5 %	500.00e
1	Note	Guisseppe Migliete, 1st mtge.	6 %	500.00

LIFE MEMBERS

Ackerman, H. N., West Medford, Mass.
Anderson, Rev. Asher, Randolph, Mass.
Annable, A. K., Salem, Mass.
Baker, Edwin H., Greenwich, Conn.
Baldwin, Hon. S. E., New Haven, Conn.
Barton, Rev. W. E., Oak Park, Ill.
Bates, C. A., Exeter, N. H.
Beach, Pres. David N., Bangor, Me.
*Beale, Rev. Charles H., Milwaukee, Wis.
Beaton, Rev. David, Chicago, Ill.
Bigelow, Rev. E. Victor, Andover, Mass.
Bigelow, Walter K., Salem, Mass.
Bond, Charles W., Newton Center, Mass.
Bond, Henry R., New London, Conn.
Boynton, Rev. Nehemiah, Brooklyn, N. Y.
Broughton, John G., Marblehead, Mass.
Brown, Rev. Charles R., New Haven, Conn.
Brown, Edward W., Hyde Park, Mass.
Burtner, Rev. Daniel, Lynn, Mass.
Bushnell, Rev. S. C., Arlington, Mass.
Calkins, Rev. Wolcott, Newton, Mass.
Camp, Rev. Edward C., Watertown, Mass.
Campbell, Rev. William R., Roxbury, Mass.
Chandler, Edward H., Danvers, Mass.
Chapman, Rev. Edward N., New London, Conn.
Chase, Rev. Edward A., Beverly, Mass.
Childs, Harold C., Beverly, Mass.
Clark, Prof. Calvin M., Bangor, Me.
Clark, Rev. Joseph B., 1114 St. John Place, Brooklyn, N. Y.
Cobb, Rev. William H., Newton Center, Mass.
Cushing, William L., Simsbury, Conn.
Cutler, Rev. C. H., Waban, Mass.
Davis, Rev. A. P., Claremont, Cal.
Day, Henry B., West Newton, Mass.
Day, Rev. William H., Bridgeport, Conn.
Denison, Rev. John H., Williamstown, Mass.
Dinsmore, Rev. Charles A., Waterbury, Conn.
Drew, Rev. E. P., Auburndale, Mass.
Dunning, Rev. A. E., Brookline, Mass.
Edgell, George S., Newport, N. H.
Emrich, Rev. F. E., Brighton, Mass.
*Fales, David, Chicago, Ill.
Farwell, Rev. Parris T., Newton Center, Mass.
Faunce, C. F., Salem, Mass.
Ferguson, Rev. Frank L., New York, N. Y.
Gordon, Rev. George A., Boston, Mass.
Gower, Cornelius A., Lansing, Mich.
Grabill, E. V., Boston, Mass.
Greeley, Rev. L. C., Marblehead, Mass.
Gregg, Rev. David, Allegheny, Pa.
Griffis, Rev. William E., Ithaca, N. Y.
Guild, Rev. Roy B., 105 East 22d Street, New York, N. Y.
Guthrie, Rev. E. G., Boston, Mass.
Hale, Arthur W., Winchester, Mass.
Hale, Rev. Harris G., Brookline, Mass.
Hall, Rev., George A., Brookline, Mass.
Hamilton, Rev. B. F., West Roxbury, Mass.
Hamilton, Rev. John A., Cambridge, Mass.

Hart, Prof. Albert Bushnell, Cambridge, Mass.
Hathaway, E. L., Hyde Park, Mass.
Hawkes, Rev. W. S., Caldwell, Idaho.
Helming, Rev. Oscar, Northfield, Minn.
Hood, Charles H., Somerville, Mass.
Hood, Rev. George A., Demorest, Ga.
*Hubbard, William H., Chicago, Ill.
Huntington, Rev. Charles W., Waltham, Mass.
Jefferson, Rev. Charles E., New York, N. Y.
Jenkins, Rev. Frank E., Demorest, Ga.
Knapp, Rev. Shepherd, Jr., Worcester, Mass.
Knight, Rev. William A., Framingham, Mass.
Labaree, Rev. J. C., West Medway, Mass.
*Leake, Gen. J. B., Chicago, Ill.
Learoyd, John F., Danvers, Mass.
Leavitt, Rev. Burke F., East Boston, Mass.
Liffler, Charles, Roxbury, Mass.
Lloyd, Rev. W. A., New York, N. Y.
Loring, Victor J., Wellesley Hills, Mass.
Maile, Rev. John L., Los Angeles, Cal.
Mason, Rev. H. C., Seattle, Wash.
McElveen, Rev. William T., Portland, Ore.
Merriam, Edward P., Lexington, Mass.
Merrick, Rev. Frank W., Danvers, Mass.
Morgan, Rev. Charles L., Belmont, Mass.
Nash, Pres. Charles S., Berkeley, Cal.
Newton, Rev. D. A., Reading, Mass.
Nichols, Rev. John R., Chicago, Ill.
Norton, Fred L., Brookline, Mass.
Norton, Rev. Stephen A., Woburn, Mass.
Noyes, Rev. E. M., Newton Center, Mass.
Oliphant, Rev. Charles H., Methuen, Mass.
Osbornson, E. A., Chicago, Ill.
Owen, Rev. George W., Hyde Park, Mass.
Page, Rev. F. H., Waltham, Mass.
Paine, William A., Boston, Mass.
Park, Rev. J. Edgar, West Newton, Mass.
Peabody, Rev. Harry E., Appleton, Wis.
Penman, Rev. John S., Cambridge, Mass.
Penrose, Pres. S. B. L., Walla Walla, Wash.
Phelps, Prof. Lawrence, Atlanta, Ga.
Pierce, Rev. Jason N., Dorchester, Mass.
Pitkin, E. H., Chicago, Ill.
Poole, Arthur F., Peabody, Mass.
Pratt, Rev. Arthur P., Greenfield, Mass.
Proctor, Henry H., Boston, Mass.
Quint, Rev. John H., Chelsea, Mass.
*Redington, Major E. D., Evanston, Ill.
Rhoades, Rev. W. C., Roxbury, Mass.
Richards, Rev. James A., Winnetka, Ill.
Robinson, Albert F., Peabody, Mass.
Rugg, F. A., Greenfield, Mass.
Sanders, Pres. Frank K., New York, N. Y.
Scudder, Rev. Doremus, Japan.
Sheldon, Rev. Frank M., Sharon, Mass.
Sims, Rev. Thomas, Melrose,
Sleeper, Rev. William W., Wellesley, Mass.
Smart, Rev. Isaac C., Burlington, Vt.
Smith, Rev. Edward L., 287 Fourth Avenue, New York, N. Y.
Stevenson, Theodore E., Roxbury, Mass.
Stimson, Rev. Henry A., Hartford, Conn.
Stone, Joseph H., North Andover, Mass.
Strong, Rev. W. E., Newtonville, Mass.
Strong, William H., Detroit, Mich.

Taylor, Prof. Graham, Chicago, Ill.
Thain, Rev. Alexander R., Milwaukee, Wis.
Thayer, Rev. Lucius H., Portsmouth, N. H.
Thayer, Pres. H. E., Kansas.
Thorp, Rev. W. B., San Diego, Cal.
Thwing, Pres. Charles F., Cleveland, O.
Todd, Thomas, Concord, Mass.
Treat, Leonard A., East Boston, Mass.
Tucker, Rev. William J., Hanover, N. H.
Tuttle, Rev. John E., York, Pa.
Vincent, Rev. Clarence A., Winter Park, Fla.
Vinton, Alfred C., Winchester, Mass.
Walker, Rev. J. J., Newton Highlands, Mass.
Wellman, Arthur H., Malden, Mass.
Weston, Thomas, Newton, Mass.
Weston, Thomas, Jr., Newton, Mass.
White, John W., Wakefield, Mass.
Whittemore, William F., Boston, Mass.
Wilkins, Samuel F., Cambridge, Mass.
Willard, Thomas, Galesburg, Ill.
Williamson, Rev. James S., New Haven, Conn.
Winship, Rev. A. E., Somerville, Mass.
Winslow, Francis O., Norwood, Mass.
Woodrow, Rev. Samuel H., St. Louis, Mo.
Woods, John M., Somerville, Mass.
Wright, Rev. William B., Buffalo, N. Y.
Ziegler, Charles L., Roxbury, Mass.

* Corporate Members Congregational New West Education Commission.

HONORARY MEMBERS

OF THE

CONGREGATIONAL EDUCATION SOCIETY

(Constituted since 1907-09)

The list of those constituted before this date may be found in *Annual Reports* for 1877-1907. Present residence so far as is known.

John S. Adams, Brookline, Mass.
W. B. Anderson, Manchester, Vt.
L. A. Babcock, Oak Park, Ill.
Mrs. John H. Balch, Jr., Newburyport, Mass.
A. P. Beachy, Oak Park, Ill.
Charles S. Bates, Exeter, N. H.
Miss May A. Bradley, Lee, Mass.
Mrs. F. W. Bull, Oak Park, Ill.
Frank W. Burdett, Brookline, Mass.
Caldwell Buttrick, Hudson, N. H.
C. W. C. Chandler, Oak Park, Ill.
Miss May Estelle Cook, Oak Park, Ill.
Arthur Johnson Eames, South Framingham, Mass.
Miss Frances M. Evans, Oak Park, Ill.
Mrs. Isabelle F. Fabyan, Brookline, Mass.
Miss Camilla B. Ferris, Oak Park, Ill.
Miss Olive B. Foote, Great Barrington, Mass.
Benjamin Galen, St. Paul, Minn.
Mrs. Addie E. French, Northfield, Minn.
Thornton Graham, Lee, Mass.
Loea P. Howard, Hyde Park, Mass.
Miss Louise Ingham, Lee, Mass.
Harry I. Jewell, Oak Park, Ill.
William Johnston, Oak Park, Ill.
William R. Lloyd, Oak Park, Ill.
A. S. Lovett, Brookline, Mass.
William R. Maas, Oak Park, Ill.
Islay F. McCormick, South Framingham, Mass.
H. E. Middaugh, Oak Park, Ill.
Mrs. E. J. Moore, Oberlin, O.
Rev. Frederick Morse Cutler, Worcester, Mass.
Cora E. Palmer, Stockbridge, Mass.
Mrs. T. O. Perry, Oak Park, Ill.
John E. Porter, Hatfield, Mass.
Mrs. Charles Riddell, Oak Park, Ill.
Mrs. Mary E. Sargent, Germantown, Pa.
L. K. Seymour, Payson, Ill.
Fred Shaylor, Lee, Mass.
Miss Marion Spalding, Oak Park, Ill.
The Congregational Baraca Class, Sharon, Mass.
Mrs. James Tompkins, Oak Park, Ill.
Dr. John W. Tope, Oak Park, Ill.
Miss Helen M. Towle, Oak Park, Ill.
Mrs. E. O. Vaille, Oak Park, Ill.
Mrs. Jennie I. Ware, South Framingham, Mass.
Mrs. C. H. Willcox, Oak Park, Ill.

BY-LAWS OF THE CONGREGATIONAL EDUCATION SOCIETY

Revised and Adopted October 29, 1919

I

Object

The object of the Society is indicated by the following extracts from its Charter:

1. To receive and invest funds "for the endowment, assistance, or establishment of collegiate, academic, or theological institutions of learning, so long and in such way as in its judgment the exigencies of such institutions may demand; and also, if it shall deem it expedient, for the assistance of any young man seeking an education at any collegiate, academic, or theological institution."

2. "To promote Christian civilization in any state or territory of the United States, and in the District of Columbia, by the education of children and youth therein, under Christian teachers; and also by the use of such kindred agencies as may be at any time deemed desirable."

3. "To promote Christian civilization in any territory or country acquired or hereafter acquired by the United States or coming under its sovereignty and dominion, or subject, as a possession, to the legislative power of Congress, and in foreign countries, by endowing, assisting, or establishing academic, collegiate, or theological institutions of learning therein, and by aiding or assisting indigent children and young persons of either sex seeking an education in such institutions."

II

Membership

The voting membership of the Congregational Education Society shall be composed of three classes:

(*a*) The members of the National Council of the Congregational Churches of the United States.

(*b*) Eighteen corporate members-at-large to be elected by ballot in the following manner:

At each and every annual meeting of said Society to be held in connection with each regular biennial meeting of said National Council there shall be elected by ballot six members-at-large, who shall hold office for a term of six years and shall serve until their successors shall have been elected and have accepted office, to supply the place of the class retiring that year, and also such additional number, if any, as may be necessary to fill vacanices, to hold office during the remainder of the terms of those members-at-large whose places they fill.

(*c*) All present life members of said Society and corporate members of the Congregational New West Education Commission.

All persons described under the foregoing classes of (*a*), (*b*) and (*c*), who shall be present shall be entitled to vote at meetings of said Society.

Any person by whom or on whose behalf the sum of fifty (50) dollars shall be paid to the Society, accompanied with a request for Honorary membership, may become an Honorary member for life on approval by the Society; and all present Honorary members of the Congregational Education Society and Life members of the Congregational New West Education Commission shall be Honorary members of this Society.

Such Honorary members shall not be entitled to vote at any meetings nor to hold any office in the Society.

III

Meetings

Said Society shall meet annually in Boston, Massachusetts, on the fourth Tuesday in June, or in such place or at such time as the Board of Directors shall designate.

Special meetings of said Society may be called whenever the President or Board of Directors deem expedient, or upon the written request of not less than five members, stating the object of the meeting and addressed to the Recording Secretary, or in his absence, the officer hereinafter authorized to act in his place and stead.

And of every meeting of said Society, whether annual or special, public notice shall be given, signed by the Recording Secretary, stating therein the time, place and object of such meeting, by publication thereof in two successive issues of *The Congregationalist,* the last publication thereof to be seven days at least before such meeting.

In the absence of the Recording Secretary, the notices of any meeting of the members of said Society may be signed by the President or Treasurer.

Twelve members shall constitute a quorum at any meeting of said Society.

IV

Officers

The officers of said Society shall be a President, a Vice-President, a Treasurer, a Recording Secretary, a General Secretary and a Board of Directors consisting of the President and Vice-President, *ex officiis,* and twenty-four members.

All officers of said Society shall serve until their successors shall have been elected and shall have accepted office.

At each annual meeting of said Society held in connection with each regular biennial meeting of the National Council there shall be

elected by ballot a President, a Vice-President, a Treasurer, a Recording Secretary, and also eight Directors who shall hold office for a term of six years and shall serve until their successors shall have been elected and have accepted office, to supply the place of the class retiring that year, and also such additional number, if any, as may be necessary, to fill vacancies, to hold office during the remainder of the terms of those Directors whose places they fill.

At each such annual meeting held in connection with a regular biennial meeting of said National Council, the American Board of Commissioners for Foreign Missions, the American Missionary Association and the Church Extension Board, so-called (composed of the Congregational Home Missionary Society, the Congregational Church Building Society, and the Congregational Sunday School Extension Society), respectively, shall each have the right to nominate one member of said Board of Directors.

At each such annual meeting held in connection with a regular biennial meeting of said National Council, the General Secretary of said Society shall be elected by ballot, on the nomination of the Board of Directors of said Society, to hold office for a term of two years.

No Director who has served a full term of six successive years shall be eligible for re-election until at least one year after the expiration of his previous term of office.

V

President and Vice-President

The President and Vice-President shall perform the duties usually assigned to such officers. They shall be members *ex officiis* of the Board of Directors.

The President or Vice-President, jointly with the Treasurer, shall execute, acknowledge and deliver in the name and on behalf of said Society any and all deeds, leases or any other conveyances or instruments in writing, relating to any real estate owned or controlled by said Society, to or with such person or persons as the Directors by their vote shall authorize.

In the absence of the Treasurer, the President may sign checks in the name and on behalf of said Society.

He shall exercise a general supervision of said Society's affairs and shall have the custody of the Treasurer's official bond.

VI

Recording Secretary

The Recording Secretary shall attend and keep the records of all meetings of said Society; shall give due notice of all meetings thereof; shall prepare and furnish to the presiding officer a docket of all matters to be considered at any such meeting, and shall perform such other duties appertaining to said Society as the Board of Directors from time to time may require.

In case of his death, resignation or inability to act, the Board of Directors shall elect a successor at their next regular meeting, or at a special meeting called for the purpose, to hold the position until the next annual meeting of said Society.

If in such case there are any duties incident to the office to be performed before such election, the President shall designate some suitable person to perform them.

VII

General Secretary

The General Secretary shall be the general advisory and executive officer of said Society under the general supervision of the Board of Directors and shall render such services in the several departments of said Society as the Board of Directors from time to time may determine.

He shall represent said Society before denominational and other assemblies and in its dealings with such organizations.

He shall bring to the attention of said Society or of the Board of Directors, at all meetings thereof, such matters as should receive consideration, with such recommendations as he may deem wise.

He shall prepare the yearly report of the work of said Society, for the annual meeting thereof, and submit the same for adoption at a meeting of the Board of Directors to be held prior to said annual meeting.

In case of his death, resignation or inability to act, the Board of Directors shall elect a successor at their next regular meeting or at a special meeting called for the purpose, to hold the position until the next annual meeting of said Society.

If in such case there are any duties incident to the office to be performed before such election, the President shall designate some suitable person to perform them.

VIII

Treasurer

The Treasurer shall give bond for the faithful discharge of his duty in such sum and with such surety or sureties as shall be required from time to time by the Board of Directors.

He shall have the care and custody of the seal and of the cash and all funds of said Society; shall receive moneys and make disbursements thereof as authorized by the Board of Directors; shall keep clear and accurate books of account, and shall be the custodian of said Society's deeds, leases, policies of insurance, bonds, stocks, agreements and any and all legal documents and papers pertaining to the business of said Society, except his own official bond to said Society.

He may borrow money in the name and on behalf of said Society for the legitimate uses and purposes thereof, pursuant to such votes as may be passed from time to time by the Board of Directors and

shall draw all checks for the transaction of the business of said Society.

All checks shall be drawn and all promissory notes or other obligations issued by him only upon regular numbered blanks provided for the purpose, with said Society's name written or printed on one end thereof; and all such promissory notes or other obligations shall be countersigned by at least the President, Vice-President or one member of the Board of Directors.

He shall make a written report to said Society at the annual meeting thereof, and to the Board of Directors at the regular meetings thereof.

The Treasurer, jointly with the President or Vice-President, shall execute, acknowledge and deliver in the name and on behalf of said Society any and all deeds, leases or any other conveyances or instruments in writing relating to any real estate owned or controlled by said Society, to or with such person or persons as the Directors by their vote shall authorize.

He shall also execute, acknowledge and deliver in the name and on behalf of said Society any and all assignments and discharges of mortgages, insurance policies and any and all other legal documents and papers whenever duly authorized so to do by the Board of Directors.

In case of the death, resignation or inability to act of the Treasurer the Board of Directors shall elect a successor at its next regular meeting, or at a special meeting called for the purpose.

The Board of Directors may from time to time appoint an Assistant Treasurer and define his powers and duties, which may include any or all duties given by law or these By-Laws to the Treasurer.

An Assistant Treasurer shall hold office during the pleasure of the Board of Directors, and the office may be filled or left vacant at any time.

IX

Board of Directors

The Board of Directors shall have charge of all the affairs, business and property of said Society concerning which no other provision is made; may establish rules, consistent with these By-Laws, for the regulation of their own proceedings; may choose and appoint such other officers, agents and servants to take charge of the various departments of the work of said Society as they shall from time to time deem expedient; determine their duties and fix their compensation, and also the compensation of all the officers of said Society.

They shall have power to purchase or lease real estate and personal property for the uses and purposes of said Society.

They may by vote authorize the sale, conveyance or lease of any real estate owned or controlled by said Society to or with such person or persons and upon such terms as they may determine, such deeds, conveyances, leases, or any other conveyances or instruments in writing,

to be executed, acknowledged and delivered in the name and on behalf of said Society by the President, or Vice-President, and the Treasurer, as hereinbefore provided.

They shall have authority to appoint such committees of said Board as from time to time may be necessary, and upon whose recommendations said Board may take such action as they may deem expedient.

Any vacancy occurring from the death, resignation, or inability of any officer of said Society or any member of the Board of Directors may be filled by the remaining Directors, at any regular meeting of said Board of Directors, or at any special meeting thereof called for that purpose, provided, however, that they have power to fill such vacancy only until the next annual meeting of said Society to be held in connection with a regular biennial meeting of said National Council.

The Board of Directors shall present a written or printed report of the work of said Society at each annual meeting thereof.

All the officers, agents or servants of said Society, chosen or appointed by the Board of Directors, shall hold their offices subject to removal at any time at the pleasure of said Board and, in case of removal, the salary of such officer, agent or servant shall cease.

X

Seal

Said Society shall have a common seal which shall bear the corporate name and a cross engraved on its face, and which shall always remain in the care and custody of the Treasurer.

XI

Nominating Committee

A Nominating Committee, which shall be the Nominating Committee, so-called, of said National Council, shall present at each regular biennial meeting of said Council, a printed ballot containing the names selected by said Nominating Committee, in accordance with the provisions of these By-Laws, for the offices of President, Vice-President, Recording Secretary, Treasurer, and members of the Board of Directors to be filled at such meeting.

XII

Change of By-Laws

These By-Laws may be altered, amended or repealed, or a new By-Law made, at any annual meeting or at any special meeting of said Society by a vote of two-thirds of the members present and voting, a quorum in each case being present; but no alteration, amendment or repeal shall be adopted unless the substance of the proposed alteration or amendment shall have been stated in the call and notice for such meeting.

CONGREGATIONAL PUBLISHING SOCIETY

ANNUAL MEETING

CONGREGATIONAL PUBLISHING SOCIETY

In accordance with notices duly published in *The Congregationalist and Advance,* the Annual Meeting of the Congregational Publishing Society convened in Park Congregational Church, Grand Rapids, Michigan, Wednesday, October 29, 1919, at 12.25 P. M.

In the absence of the President and Vice-President, Prof. L. A. Weigle was elected Chairman of the meeting.

The Minutes of the last Annual Meeting were read and approved.

The Nominating Committee of the National Council presented the following named persons for officers, directors and corporate members.

President, DEAN CHARLES R. BROWN, Connecticut
Vice-President, REV. WILLIAM HORACE DAY, Connecticut
Recording Secretary, REV. FRANK M. SHELDON, Massachusetts
General Secretary, REV. FRANK M. SHELDON, Massachusetts
(As nominated to the committee by the Board of Directors)
Treasurer, MR. HARRY M. NELSON, Massachusetts

DIRECTORS

Term Expiring in 1921

REV. HORACE HOLTON, Massachusetts (A. M. A.), in place of Rev. Ambrose Vernon, resigned

MR. PERCY R. ZIEGLER, Massachusetts, in place of Rev. Jason N. Pierce, resigned

PROF. HUGH HARTSHORNE, New York, in place of Rev. Frank R. Shipman, resigned

Term Expiring in 1923

To confirm the *ad interim* appointment of Rev. O. A. PETTY, Connecticut, in place of Rev. Daniel F. Bradley, resigned

To confirm the *ad interim* appointment of Mr. A. J. Crockett, Massachusetts, in place of Pres. M. L. Burton, resigned

To confirm *ad interim* appointment of PROF. ROBERT SENECA SMITH, Massachusetts, in place of Prof. E. T. St. John, resigned

To confirm *ad interim* appointment of MR. EDWIN A. STOCKIN, Massachusetts, in place of Mr. J. J. Tillinghast, resigned

REV. ASHLEY D. LEAVITT, Massachusetts, in place of George E. Brock, resigned

Term Expiring in 1925

Charles Wood Bond, Esq., Massachusetts
Rev. Edward C. Camp, Massachusetts
Miss Miriam F. Choate, New York (W. H. M. F.)
Mr. Charles W. Davidson, Massachusetts
Rev. Edward D. Eaton, District of Columbia (Am. Board)
Mr. H. R. Gibbs, Massachusetts
Prof. Warren J. Moulton, Maine
Rev. Jason Noble Pierce, Massachusetts

CORPORATE MEMBERS AT LARGE

Term Expiring in 1921

Rev. E. C. Camp, Massachusetts, to fill vacancy caused by the death of Rev. C. F. Swift
Hon. T. C. McMillan, Illinois, to fill vacancy of Mr. E. K. Warren, deceased

Term Expiring in 1925

Pres. M. Leroy Burton, Minnesota
Rev. Raymond C. Brooks, California
Mr. Herbert R. Gibbs, Massachusetts
Rev. John L. Kilbon, Massachusetts
Rev. John R. Nichols, Illinois
Rev. Austin Rice, Massachusetts

The tellers announced a majority of the ballots cast for the list as named and they were declared elected.

The report of the Board of Directors was presented by Secretary Sheldon.

Voted: To adjourn.

CONGREGATIONAL PUBLISHING SOCIETY

F. M. SHELDON, *General Secretary*

Following the instructions of the National Council two years ago, the words " Sunday School" have been dropped from the name of the Society, leaving the official name as indicated above.

The most notable change in the personnel of the Society has been the coming of Mr. Albert W. Fell as Business Manager of The Pilgrim Press. This relieved the General Secretary from acting as Business Manager, and put at the head of that Department a man of wide experience and technical ability. Further mention of Mr. Fell's coming will be found in the report of the Business Department.

In conference with the Commission on Missions and the Sunday School Extension Society arrangements have been made whereby the income from permanent funds held by the Society and also such distributable legacies as might from time to time be received should be used for the purposes indicated by the donors under the charter of the Publishing Society. Total receipts from income on permanent funds and from legacies and annuities in the last two years amount to $16,195.35.

The work of the Publishing Society and that of the Education Society is closely correlated. *The Congregationalist and Advance* and the publications of the Religious Education Department have made their columns available for carrying the message and programs of the various departments of the Education Society. Thus the work of the Social Service, Missionary Education, Young People's, Institutions and Student Life, and Field Work Departments is brought to the attention of large numbers of our constituency.

There is close working relationship between the Educational Publications Department and the departments of the Education Society in the production of all courses of study, pamphlets and program material put out by the Education Society.

The Business Department finds in the National and District

Secretaries of the Education Society a splendid publicity and advertising medium, especially in connection with religious education books, periodicals and pamphlets, which constitute the major portion of the Publishing Society's output. This is of mutual advantage, since these materials are most effective in advancing the religious education program which the Education Society seeks to further.

The reports for the three Departments of the Society follow, and indicate something of the efforts and developments of the past two years.

DEPARTMENT OF EDUCATIONAL PUBLICATIONS CONGREGATIONAL PUBLISHING SOCIETY

Year Ending February 28, 1918

SIDNEY A. WESTON, PH.D., *Editor*

The work of the Department of Educational Publications has been carried on along the lines outlined in the more extensive report of last year. In the present survey, attention may be called to some of the unusual types of work that have been undertaken.

Armenian and Syrian Relief

At a meeting of the Sunday School War Council held in September, 1916, representing the Sunday School Council of Evangelical Denominations and the International Sunday School Association, representatives of that body were appointed to cooperate with the Y. M. C. A., the Food Administration, the Red Cross, and the American Committee for Armenian and Syrian Relief for the promotion of these various phases of war work among the Sunday schools. The editor of this department was asked to serve with the American Committee for Armenian and Syrian Relief as Director of Sunday School Relief Work, and the Board of Directors of our Society granted him permission to accept the proposal. Plans had already been started for a Christmas campaign among the schools, as the Christmas season is an especially appropriate time for the sending of gifts to sufferers in the land of Christ's birth. The preparation of educational material for use in the schools, and the planning for the promotion of the campaign, made it necessary for the editor to spend much time during that part of the year in New York at the central office of the relief committee. Considering the late date when the organization for work was finally completed, we felt a certain degree of satisfaction with the results of the campaign. The total returns up to February 28, 1918, showed that $654,006.34 had been contributed by 22,741 schools of 28 denominations in the United States and Canada. Aside from the inspiration of the relief work in itself, all those interested in the campaign were conscious of a new spirit of

brotherhood as over thirty denominations entered wholeheartedly into the accomplishment of one task.

Conferences

This department has held two important conferences this year—one on December 31st in Boston, when professional leaders in religious education met with the staff and entered into a thorough discussion of the department's policy and program. The other on January 20th in St. Louis, Mo., with the district secretaries of the department of field work. The continuation of those two types of conference is essential to our work, for on the one hand we receive the help of experts in planning our publications, and on the other hand we are informed through the field representatives of the problems confronted in the individual church, of the success of our material in meeting these problems, and of the needs which must be met by new material.

A plan of cooperation between the National Council and this Society for the publishing of educational material has also been agreed upon. This is a forward step in centralizing the publishing work of the denomination, and officially recognizes a wider scope for the educational publications of this Society.

New Age Groupings

The new age groupings for Sunday schools adopted by the Sunday School Council at its 1917 meetings have been carefully considered by the department this year, and plans made to rearrange our publications on this basis. These plans will go into effect in the fall of the present year. The new groupings are as follows:

Beginners'	Department	— Ages 4, 5
Primary	"	— Ages 6, 7, 8
Junior	"	— Ages 9, 10, 11
Intermediate	"	— Ages 12, 13, 14
Senior	"	— Ages 15, 16, 17
Young People's	"	— Ages 18–24
Adult	"	— Ages 25 and over.

Pilgrim Training Course

The first two units—ten lessons each—of the second year of the Pilgrim Training Course (New Standard) have been

issued. These are: "The Teaching Values of the Old Testament," by Prof. A. J. W. Myers, Professor of Religious Education at the Hartford School of Religious Pedagogy; and "The Teaching Values of the New Testament," by Dr. J. M. Duncan, Associate Editor Presbyterian Publications of the Canadian Presbyterian Church. Their course is based on outlines adopted by the Sunday School Council and approved by the National Council Commission on Moral and Religious Education. The last two units of the second year have been outlined as follows: "The Program of Christianity," by Dr. Frank K. Sanders, Director, Board of Missionary Preparation, N. Y.; "Training the Devotional Life," by Prof. Luther A. Weigle and Prof. Henry H. Tweedy of The School of Religion, Yale University.

Lesson Courses, Magazines, Books and Papers

The Improved Uniform Lessons were first used in the first quarter of the present year. Uniformity is maintained by the use of a common title for the whole school, a common brief lesson *text* and a common *Golden Text.* In a few lessons each year uniformity is surrendered for a given department, usually the Primary, in order to provide a suitable lesson for every department in the school. Special topics, special memory verses and reference material have been designated wherever it seemed possible, in the hope of making the lessons more helpful to the pupils in the different departments. In accordance with this plan our Uniform lesson helps are now arranged as follows:

Pilgrim Bible Stories for Children — (Ages 6–8) teacher's and pupil's editions.
Little Pilgrim Lesson Pictures.
The Pilgrim Boys' and Girls' Quarterly (Junior, ages approximately 9–12).
The Pilgrim High-School Quarterly (Intermediate-senior, ages approximately 12–18).
The Pilgrim Advanced Textbook (Young People's Dep't, ages approximately 18–24).
The Home Department Magazine.
The Adult Bible Class Magazine.

The revision of the International Graded courses has also been continued through the Second year Intermediate.

As outlined in the last annual report, two specialized magazines have been published in place of the *Pilgrim Teacher.* The *Pilgrim Elementary Teacher* is planned especially for teachers and parents of pupils in the elementary grades. The *Pilgrim Magazine* is intended for teachers in the upper grades, officers of the school, pastors, and others interested in religious education. This magazine carries notes on both Graded and Uniform Lessons.

Our weekly papers have been published as usual: *The Mayflower,* for children under nine, *Boyland* and *Firelight,* for boys and girls respectively from nine to twelve, and *The Wellspring* for young people of high-school age.

In addition to the teacher-training text-books, the following books have been published:

The American Girl and Her Community, Margaret Slattery.
The Use of Motives in Teaching Morals and Religion, T. W. Galloway.
Missionary Education in Home and School, Ralph E. Diffendorfer.
Monday Club Sermons for 1919.
Talks with the Training Class (Revised Edition), Margaret Slattery.
The Story of the Prophets (Revised Edition), Eleanor Wood Whitman.

The preparation of a book for girls and boys giving interesting stories of our Congregational heroes and heroines has also been under consideration this year.

Leaflets have been issued as follows:

Circle of the Morning Light, Sophie H. McKenzie.
A Program of Religious Instruction and Training in the Local Church. (Rev. Ed.) National Council Com. on Moral and Religious Education.
The Committee on Religious Education in the Local Church. (Rev. Ed.) National Council Com. on M. and Religious Ed.

The following services have been issued:

Freedom and Peace, Grace W. Conant.
Faith of Our Fathers — a service for Rally Day, Arthur L. Goudy.
Luther and the Protestant Reformation, Luther A. Weigle.
The Immortality of Love and Service — an Easter Service, H. Augustine Smith.

ANNUAL REPORT
DEPARTMENT OF EDUCATIONAL PUBLICATIONS

For the Year Ending February 28, 1919

SIDNEY A. WESTON, PH.D., *Editor*

Prof. St. John Comes to the Department

The Department of Educational Publications has had the good fortune this year of securing Prof. Edward P. St. John, author and specialist in the field of religious education, to serve as Contributing Editor. Prof. St. John held a similar relationship to the Society a few years ago, and our staff gladly welcomes him to our conferences again.

Teachers' Magazines

Our two monthly magazines continue to serve a constantly increasing constituency: The *Pilgrim Elementary Teacher,* designed for teachers and parents of pupils in the elementary grades and the *Pilgrim Magazine,* intended for teachers in the upper grades, officers, pastors and others interested in religious education. These magazines are the central organs of expression of our denominational educational work, and are the only publications of the denomination directly concerned with the Christian nurture of our boys and girls and young people. Reports from the field regarding the value and need of these magazines show that they hold an important place in our educational program.

As an emergency measure to meet the critical financial conditions of the last war year, both of these magazines were reduced one-third of their size. This reduction of space seriously limits the service of the magazines. We have tried constantly to increase their efficiency, however, and as soon as such action is warranted we hope to publish the *Pilgrim Elementary Teacher* again in its regular size.

The Pilgrim Magazine becomes The Church School

Beginning with the October, 1919, number the *Pilgrim Magazine* will appear under a new name and in an enlarged and improved form. Henceforth *The Church School*—a Magazine of Christian Education will take the place of the present title, and instead of thirty-two pages, forty-eight pages of popular size will be its regular monthy issue.

These changes are only surface indications of a very significant forward step in the making of a magazine of religious education for the church school, home and community. The new magazine is to be the product of the combined editorial and publishing interests of the Congregational, Methodist Episcopal Church North, and Methodist Church South, the syndicate which has published so successfully the International Graded Lessons for the last ten years. Under a new trade name, The Graded Press, the three denominations indicated are working together to make one cooperative product instead of three competing publications. That these great denominations are willing to embark on such an enterprise shows the unity in principles, standards, and methods which prevails today among leaders in religious education.

The new magazine, *The Church School,* is prepared for pastors, parents, teachers, superintendents, directors of religious education in the local church, leaders of young people's work, and all others who are interested in the program of Christian Education. It is hoped it will be of service also to those responsible for community work, and to Y. M. C. A. and Y. W. C. A. Secretaries who are trying to work through the church school in the training of our youth. The editors recognize, however, that the chief responsibility in Christian education today is carried by parents, pastors, teachers and executive officers of the church school, and it is for them especially that the magazine is planned. Through its columns the editors hope to popularize the principles, programs, and methods that should prevail in our church schools, to relate the home and church school in a more vital way, to suggest ways and means of developing character through service, to convince every one of the fundamental character and importance of the task of the church school, and give them a training adequate to the needs of the new America.

The Pilgrim Teacher Quarterly

The Improved Uniform Lesson helps are being published as outlined in the last annual report, with the addition of a new quarterly for teachers—*The Pilgrim Teacher Quarterly*—which will first appear in October, 1919. This will be prepared especially for teachers of classes of high-school age and over, and will contain much of the material which has appeared recently in the Uniform Lesson Section of the *Pilgrim Magazine*. Teachers will find here illuminating treatments of the basic historical and spiritual truths of the lessons. The quarterly will also offer suggestions as to adaptation of the lesson and varying methods which may be used with classes of high school, adolescent and adult age. We hope to furnish in this publication the most complete and usable notes which can be procured for classes studying this special course of lessons.

Revised Pilgrim Graded Lessons

The revision of the Pilgrim Graded Lessons (International Series) has now been completed through the first year Senior. The new edition of *The World*, a Field for Christian Service (first year Senior) will be ready for use October, 1919. A thorough study of this series has been made by authors and editors, and we are confident that the revised courses will meet the needs of a much larger circle of schools than were familiar with the first edition of this series.

The International Lesson Committee has outlined some valuable elective courses for seniors and adults. There is a constant demand for courses of this character and the department is planning to publish the following:

Significant Experiences of Jesus — three months' course, senior elective.

Beacon Lights of Christian Service — three months' course, senior elective.

Hints on Child Training — three months' introductory course for parent training, adult.

Christianity in Action, adult elective.

Weekly Papers

Our weekly papers have been published as in previous years: *The Mayflower*, for children under nine, *Boyland* and

Firelight, for boys and girls respectively from nine to twelve, and *The Wellspring,* for young people of high school age.

Books

For a part of the year this department has had oversight of the books of general interest in addition to those directly concerned with religious education. The second year of the Pilgrim Training Course has been completed with the publication of the last two parts: The Program of Christianity, by Prof. Frank K. Sanders, Director, Board of Missionary Preparation, New York; Training the Devotional Life, by Prof. Luther A. Weigle and Prof. Henry H. Tweedy of the School of Religion, Yale University. Progress has also been made in outlining the books required for the third year of the Training Course. These will be published through an informal syndicate of denominations of which we are members. Other books have been published as follows:

The Seven Laws of Teaching, Gregory, Bagley, Layton. Spanish translation by A. S. Rodriguez.
Pilgrim Followers of the Gleam, Katharine S. Hazeltine. This is a reading or study book of Congregational History for boys and girls from eleven to fifteen years of age.
Childhood and Character, Hugh Hartshorne.
Monday Club Sermons for 1920.
Christian Approach to Islam, J. L. Barton.
Sunday School Century, William Ewing.
Crossing Over, A. H. Holloway.
Charles Chapin Tracy, George E. White.
The Crowded Inn, John M. Foster.
Christian Discussion Club, Series VI.
The College Gateway, C. F. Thwing.
Tragedy of Armenia, Bertha S. Papazian.

The year has been of special significance in actions taken by important conferences which have a direct bearing on our work. Chief among these have been the meetings of the International Sunday School Association and the Sunday School Council. Friends of both the Council and the International Association have been interested in an effort to bring these two associations into some working agreement so that there would be no duplication but rather harmony and efficiency on

the field. Committees were at length appointed by both bodies to confer and arrange if possible a basis of cooperation between the two organizations. These committees of reference and counsel submitted suggestions for reorganization which, if followed out, will tend to make the two organizations identical. These suggestions with modifications have been approved by both bodies and now the task before us is to make them effective. It will surely be one of the greatest advance steps of our day when these two leading organizations in the field of religious education join forces and work together for the religious training of the children and youth of the nation.

Financial

A word should be said as to this department's effort to do its share in meeting the financial pressure of the past months due in part to war conditions. The reduction in the size of the two teachers' magazines has already been mentioned. These reductions afford a substantial saving in the cost of articles and manufacturing. The subscription prices of both Uniform and Graded publications have been raised, thus providing an absolutely new source of income. *The Wellspring* has been syndicated with the Methodists, saving a goodly sum over the cost in previous years when syndicated with the Presbyterians. From the increased revenue and retrenchments in the department we have tried to help meet the critical financial situation of the year.

THE CONGREGATIONALIST AND ADVANCE

HOWARD A. BRIDGMAN, D.D., *Editor-in-Chief*

Throughout another biennium *The Congregationalist*—bearing for the first time in its history the title, *The Congregationalist and Advance*—has sought to inform, serve, unify, and inspire the nearly six thousand churches of our order from Maine to California, not forgetting Canada, as well as groups and individuals scattered throughout the thirty-two foreign lands to which the paper goes. Its primary endeavor, as in the 103 years past of its history, has been to be a living link between the far separated followers of the Pilgrim faith and polity, who otherwise would be very loosely bound together.

This fundamental obligation to represent the denomination made more imperative by the combining into one paper *The Congregationalist* and *The Advance* two years ago, and the fact that *The Pacific* is no longer a weekly, but a monthly, naturally imposes certain clearly defined limits beyond which the paper cannot go and fulfill the denominational duty. It must carry from week to week material not eagerly sought and quickly appreciated by the average reader of periodicals and magazines. It cannot be an *Atlantic* or an *Outlook* or a *Saturday Evening Post*. For example, about one-fifth of the reading material each week consists of items and articles relating to our local churches. Even so large a proportion of space does not suffice to do justice to all the sections of the country which we desire to represent with equal fairness, but yet we consider this Church News altogether necessary and desirable for a paper of our class, and we hope to publish more rather than less of it, and to improve the quality.

On the side of our common denominational enterprises, the paper has put its shoulders constantly to the activities pending or prospective that were enlisting the energies of our administrators and challenging the attention of the Church. Early in the biennium, the Tercentenary Correspondence Course, originated by Rev. E. H. Byington, was given prominent space and its progress has been noted from time to time. The "every member" canvass has found a strong friend in the

paper, and in different ways it has been constantly before the constituency of the paper. When the Commission on Evangelism undertook systematically, through proper literature, to arouse and help the churches in their important task of winning individuals, fallow ground was already found in the League of Intercession which *The Congregationalist* had established early in the war. It was easy to adjust this department to the pre-Lenten readings and petitions which the Commission on Evangelism scattered so widely among the churches. Editorials and contributed articles enforced the meaning of this particular campaign.

When Secretary Miles B. Fisher came to his post as Missionary Educational Secretary, he quickly included *The Congregationalist* as one of his chief mediums to inculcate his ideas upon the Congregational public. A similar welcome was extended by the editors to Secretary Arthur E. Holt, when he came to take charge of the social service work, succeeding Dr. Henry A. Atkinson. Dr. Holt's articles, signed and unsigned, have helped to keep *The Congregationalist* in line with social movements of the day. The Executive Committee of the National Council and its secretary, Dr. Herring, have also made free use of the columns of the paper, in order to further undertakings bearing on welfare of the churches. More than in former years Congregational schools and colleges have been brought within range and vision of the readers of the paper, and the interests of these important institutions, east, west, north, and south, have been advocated.

When it comes to the definite missionary endeavors of the denomination, *The Congregationalist and Advance* has commented upon and chronicled numerous phases of effort, both at home and abroad, in the Southland, the Far West, and in the old New England communities. Secretaries of the American Board, who have gone to other lands, have described in graphic contributions their discoveries and experiences— Dr. James L. Barton for Turkey, Dr. C. H. Patton for Hawaii and Japan, Dr. E. L. Smith for China, Rev. Enoch E. Bell for the Philippines and Mexico.

All through the biennium, intimations of the greatest single peace work in which the denomination has been engaged have appeared on the pages of the paper as the Pilgrim Memorial

Fund, and the successive stages of the interesting process have been reported. At present, as the movement draws nearer its culmination, the paper every week plays the part of a barometer and mirror in this most interesting and inspiring common enterprise, and, during the next few months, the paper will redouble its energies in behalf of the success of the fund.

Parallel with this effort to assure ministers, when they retire, of added support, has been the movement started by the paper itself to increase the "going" salaries of ministers. The Roll of Honor, listing the churches that have increased the salaries of their pastors since January 1, 1918, has been an incentive to many churches to go and do likewise. Though nearly seven hundred have thus far reported themselves as having taken this desirable step, it is to be hoped that the list will be brought to at least one thousand in a comparatively short time.

As an incidental adjunct to this general movement designed to bring more men into the ministry and to supply more adequately their material needs, the little illustrated series of articles the paper is publishing, entitled "Fathers and Sons in the Ministry," is worthy of note.

Along with this service to the denomination, at once minute and comprehensive, *The Congregationalist* as in all its past has sought to set forth and promote the things of Christ's Kingdom, in which all the members of His household are interested. It has looked with favor upon movements desiring to promote federation and unity. Throughout its columns almost exclusively have Congregationalists learned of the proposals of unity put forth by a group of Episcopal and Congregational ministers. Such a series of articles as that published in 1918 on The Second Coming of Christ showed the disposition of the paper to take up in a sane, strong fashion a question that was agitating many sections of the country. Upon this theme Dr. Chas. R. Brown, Dr. Raymond Calkins, Professor Shailer Mathews, Professor Frank C. Porter, President W. D. Mackenzie, and others wrote most illuminatingly.

Naturally during the biennium the pages of the paper have revealed world conditions, especially the progress and outcome of the world war, the work in camps and cantonments, and the work of the National Service Commission appointed at the last National Council. Repeatedly, too, reports from the

field have come from leading ministers and laymen engaged in the work of the Y. M. C. A. or the chaplaincy. These added freshness and variety to the pages of the paper. The editor and the western editor, who were both abroad for a period, sent back the harvesting of their rapid journeying, undertaking also to interpret the deeper meaning and the probable moral and spiritual outcome of the great struggle. Since the war ended, a prominent theme has been reconciliation both of Church and State. Many articles from influential leaders, relating to the duty and opportunity of the Church in this great new era, have proved helpful to the wide constituency of the paper. In this general line has been the series of articles and editorials bearing on saloon substitutes and proper enforcement of the prohibitory laws.

One incidental, but notable, service, and one of a very tangible character, has been the raising by the paper during the last year of $43,150.52, which have been distributed with a view of relieving suffering in war ravaged countries.

Another incidental, though by no means inconsequential, element in the service which the paper like *The Congregationalist* renders to its constituency, is the publishing of discriminating and sympathetic eulogies of our great religious leaders after they pass from earth. During this biennium, it has been the sad duty of the paper thus to commemorate such widely honored leaders as Washington Gladden, Walter Rauschenbusch, Frederick A. Noble, and E. F. Williams, along with a large number of other ministers and laymen who have served their generation and entered into their heavenly reward.

This specific denominational service is only one of the functions of the paper whose literary material ranges widely over many fields. But it is fitting that the body to which the paper is most responsible should thus learn in detail what it is doing week by week to upbuild American Congregationalism. In addition it seeks to be a family religious journal of the first grade, comprehensive in its departments and alert to the life of the world at large.

BUSINESS DEPARTMENT

ALBERT W. FELL, *Business Manager*

(Portion of Report for Period to Jan. 1, 1919, prepared by Mr. Sheldon)

The two years since the meeting of the National Council in Columbus, Ohio, have been years of great anxiety and pressure for the Publishing Society. In October, 1917, the revision of the Graded Lessons was begun, and it continued through the year until October, 1918. This revision had been voted eighteen months earlier, as is the requirement, in order that adjustment in stock may be properly made.

Editorial expense, cost of new plates, building up new reserve stock, and increased cost of all things entering into production of the Lessons made it necessary to pay approximately $65,000 for the Graded Lessons in that year as against approximately $33,000 the year before and $29,779.41 for the year closing September 30, 1919.

Following the instructions of the last Council, *The Advance* was purchased at a cost of $27,500, plus payment of the deficit from July 18, 1918, until the paper was taken over in November of the same year, plus all expenses of the transfer, and the cost of filling our unexpired subscriptions. The total cost over and above all income for the first twelve months was something over $12,000.

The $32,000 increased cost of the Graded Lessons, $12,000 for *The Advance,* plus cash invested in the Chicago store in that year over and above returns, made a total of over $60,000 drain upon the working cash capital of The Pilgrim Press which was never sufficiently large.

Wholly aside from the purchase of *The Advance,* the increased cost of paper and of manufacture, with little or no increase in income, increased the deficit for that same year on *The Congregationalist.* Plans had also been laid in connection with the *Pilgrim Magazine of Religious Education* and the *Pilgrim Elementary Teacher,* which meant that the splendid

educational service rendered by these magazines could only be secured through running a considerable deficit in connection with their publication.

These drains, added to the increased cost of everything having to do with the printing and publishing business, due to the war, threw upon the Society burdens which it was exceedingly difficult to carry. It was not until September, 1918, that matters could be sufficiently adjusted and prices sufficiently increased to turn the tide. Even then, for the next six months war conditions, coupled with influenza, which made a decided cut in sales and increased difficulty in collections, together with another heavy increase in the cost of paper January 1, 1919, put upon the Publishing Society additional burdens.

Notwithstanding all this, the tide began to turn in September, 1918, and barring changes in inventory, the total income of the last four months of the year ending December 31, 1918, was $34,692.00 more than the total expenses.

January 1, 1919, Mr. Albert W. Fell became Manager for the Publishing Society. This immediately remedied an impossible situation, viz.: the effort on the part of one man to be General Secretary, guiding the education work of the Education and Publishing Societies, and at the same time look after the business interests of an organization that had a trade amounting to some three-quarters of a million dollars annually. Mr. Fell is thoroughly skilled in the publishing business, having successfully managed publishing properties since 1900. Since his coming the details of the business administration and more adequate plans for handling the entire publishing business have been developed. As a result, the Society is showing much improvement in its general financial and business conditions. However, it should be borne in mind that it will be several years before the Society can get back to where it was before the war. It will take a number of years to win back the capital which has been lost and to build the Society up to a financial position where it will be able to take advantage of opportunities which are only available to organizations having adequate working capital.

This and the splendid quality of our publications suggest to us the vital importance of every pastor insisting upon the use of our own publications in the churches and Sunday Schools,

and of every division of church activity sending *all* of its printing to The Pilgrim Press plant, thus making every dollar contributed do double duty in our own church organizations.

It will be necessary to increase the book loss of the year ending February 28, 1919, for the new manager has found that no proper depreciations have been written off for a number of years, which accounts for fictitious profits which have been shown during former years. This may have occurred from ignorance of depreciation practice, but whatever the motive, it is now necessary to load the year just past with the depreciations of many years in order that the accounting shall in the future correctly represent conditions.

Report from January 1, 1919

January, 1919, found the Society with an indebtedness at the National Shawmut Bank of $75,000. In addition to this bank loan there existed outstanding notes given during the last part of 1918 for merchandise amounting to $46,126.19 and balance of notes due Rev. William E. Barton for the purchase of the *Advance* amounting in January to $24,500, making a total Bills (Notes) Payable indebtedness in January of $145,626.19.

On the first day of July, 1919, the last of the Merchandise notes ($46,126.19 in all) was paid, and at present the company has no outstanding notes for Merchandise. The bank loan has also been reduced $5,000, at present remaining at $70,000. These payments on the indebtedness of the Society have reduced our interest charges over $3,000 per annum.

Added to the above indicated Notes Payable indebtedness in January, 1919, was a total, mostly past due, on Accounts Payable of $61,626.21; which has been reduced to a monthly average at present of $40,011.23, making a total reduction of indebtedness best shown by the following comparative table:

Comparative Statement of Current Indebtedness

Bills Payable Outstanding:	JANUARY, 1919	NOVEMBER, 1919
Bank Loans,	$75,000.00	$70,000.00
For Merchandise,	46,126.19	none
Accounts Payable,	61,626.21	36,000.32
Total reduction,		*76,752.08*
	$182,752.40	$182,752.40

To sum up: the business of the Society has been conducted during the first eleven months of the year without borrowing a dollar, and in addition over $76,000.00 has been paid on the current indebtedness. (This does not include the payments on fixed charges of $4,470.00 to Rev. William E. Barton and $8,000.00 on the Arakelyan annuity.)

Accounts Receivable

Collections have been followed up more systematically, and notwithstanding the increased business of the year, our monthly balances of accounts due us average $4,770.19 less monthly than the corresponding months of last year.

Accounts Receivable

Average monthly balances due:	
First six months of 1918,	$50,989.11
First six months of 1919,	46,218.92

Accounting

Much needed changes are being made in the accounting departments in the main office, the plant office and Chicago. Heretofore it has been impossible to accurately segregate the charges and credits to departments, thus making it impossible to compile simple statements intelligently and accurately interpreting the current departmental financial conditions. This condition is being corrected as rapidly as is possible without congesting the routine work of the offices.

The business has been divided into the following departments:

The Congregationalist
Boston Retail Book Store
Boston Church Supply Department
Book Publishing Department
Department of Educational Publications
The Pilgrim Press Printing Department
Chicago Retail Book Store
Chicago Sales Department Educational Publications

This new accounting arrangement will make possible monthly departmental statements exhibiting simply and with reasonable accuracy the current financial condition according to the above divisions, and a consolidated statement exhibiting the totals for the entire business.

Morale and Efficiency

There is evidence of a growing fine spirit among the workers and individual department heads in their inter-relations, and the general morale of the entire force is all that could be desired. The depression and general lack of enthusiasm and concentration has apparently given way to hopeful optimism and a degree of renewed interest in the work that is telling in increased efficiency. An effort has been made to place all workers on an equal basis by enforcing the various well-known rules universal in modern office practice. The resignation of trouble-makers and incompetents has been invited by the new conditions, and this has made possible the promotion of deserving and faithful workers.

Complaints

Complaints of lack of accuracy or of promptness in filling orders or answering inquiries have been reduced to a minimum, and out of all of our business transactions with thousands of customers, practically the only complaints we have arise from ignorance on the part of some who are unwisely trusted with the handling of business by their churches and Sunday schools.

Increasing Expenses

Necessary increases have been made in the pay of many of the business office and editorial forces. The heaviest burden has been imposed upon us by Union Labor employed

at our Boston plant. A new agreement was made in August which added about $10,700.00 annually to our plant payroll; this to be followed in January and August, 1920, with further adjustments on an upward scale.

Increased Selling Prices

Effective as of October 1, arrangements were made last spring with the Graded Syndicate, of which we are members, to raise the selling prices of the Graded series of periodicals, and, owing to our rising costs, the prices of our own Uniform series were proportionately increased, effective on the same date.

This revision increases our gross income approximately $32,600 annually, and will partly meet the largely increased labor and white paper costs of the coming year.

Improvements

Much needed improvements have been made in the Boston, Chicago and plant offices.

In the main counting-room offices in Boston, all partitions have been removed, and all employees now work in one large, airy, well-lighted room, equipped with flat-topped desks and other modern facilities.

The obsolete and unused private office at the plant has been removed, and all workers there enjoy good light and better ventilation.

Manager Peters has improved very much the arrangement of the Chicago office.

Expansion

It is encouraging that it has been possible to increase the total business income during the first six months of the fiscal year by the largest percentage for similar periods in the history of the business.

The total income for the first six months of 1918 was $326,-963.34, while the corresponding six months of the present year show a total of $396,635.02; an increase of $69,671.68, or 21.3 per cent.

Profit and Loss

It is gratifying to note that the first seven months of the present fiscal year show a gross profit of $26,890.19 as com-

pared with a gross loss of $21,254.55 for the same period last year.

Income Distribution by Departments

For Year Ending February 28, 1919

Merchandise,	$148,885.39	.197%
Periodicals,	206,740.81	.272%
Congregationalist,	60,220.14	.079%
Printing Plant	140,518.80	.186%
Chicago,	201,584.52	.266%
Total,	$757,949.66	1.000%

Depreciations

$40,146.41 of the total loss of $79,727.81 for the fiscal year ending Feb. 28, 1919, is in depreciations made by vote of the directors on recommendation of your manager to restore the assets of the Society to a more correct and representative valuation on the books.

Of this amount $9,000 extra was written off of the inventory of the Boston bookstore and book publishing department, covering unsalable books in stock, both bound and in sheets, and books belonging to authors heretofore carried as an asset.

$1,300.00 was written off of the Boston furniture and fixtures account.

The Advance, which was inventoried on the books at its cost, $30,000, was depreciated $25,000, leaving its book value at present $5,000, which its actual net income establishes as a fair valuation.

The Chicago bookstore inventory was depreciated $3,000 extra, to cover legitimate depreciations omitted in the past. Chicago furniture and fixtures account was further depreciated $1,846.41 for the same reason.

The Congregationalist was appreciated $9,181.28, as it was carried at an undervaluation on the books.

COMPARATIVE STATEMENT OF CURRENT LOSSES AND GAINS

For First Seven Months of the Fiscal Years Beginning March 1st, 1918 and 1919

Month	1918		1919	
	Losses	Gain	Losses	Gain
March	$5,230.61			$33,631.75
April		$2,822.73		8,164.30
May		1,588.82	$29,945.78	
June	8,538.13			23,650.02
July	6,278.50		13,576.84	
August	8,236.19		4,434.90	
September		2,617.33		9,391.64
1918 Loss seven months		*21,254.55*		
1919 Gain seven months			*26,880.19*	
	$28,283.43	$28,283.43	$74,837.71	$74,837.71

COMPARATIVE STATEMENT OF GROSS INCOME

First Six Months of Fiscal Years, 1918-1919

	Boston	Chicago	Plant	Total
1918	$178,040.15	$90,706.79	$65,483.01	
Less one-half adj. Chicago Per.	7,266.61			
	$170,773.54	$90,706.79	$65,483.01	$326,963.34
1919	$217,524.50	$106,245.86	$72,864.66	$396,635.02
Increase	$46,750.96	$15,539.07	$7,381.65	$69,671.68

	1918	1919
Average Monthly Gross Income	$55,392.66	$66,605.83
Ledger Collections six months	90,584.54	118,070.04
Average Accounts Receivable	50,989.11	46,218.93
Average Accounts Payable	70,028.69	40,011.23
Bank Notes	63,333.00	71,666.00
Other Notes	27,500.00	32,000.00

CONGREGATIONAL PUBLISHING SOCIETY — COMBINED STATEMENT OF EARNINGS
FEBRUARY 28, 1919

Revised as per Vote of Board of Directors

	Books	Periodicals	Cong'list	Total Boston	Print. Dept.	Chicago	Total
Total Sales,	$148,885.39	$206,740.81	$60,220.14	$415,846.34	$140,518.80	$201,584.52	$757,949.66
Deduct							
1918 Inv. Mfg. & Pur.	188,734.82	184,867.66	37,650.79	411,253.27	131,691.60	188,651.56	731,596.43
Less 1919 Inv.	68,339.12	37,431.79	1,421.50	107,192.41	13,188.66	32,323.54	152,704.61
	$120,395.70	$147,435.87	$36,229.29	$304,060.86	$118,502.94	$156,328.02	$578,891.82
Gross Profit	$28,489.69	$59,304.94	$23,990.85	$111,785.48	$22,015.86	$45,256.50	$179,057.84
Less Edit. Sell. Mail. Exp.	32,425.24	51,407.59	49,829.12	133,661.95	17,734.55	20,070.14	171,466.64
	$3,935.55	$7,897.35	$25,838.27	$21,876.47	$4,281.31	$25,186.36	$7,591.20
Depreciation on *Advance*			25,000.00	25,000.00			25,000.00
			$50,838.27	$46,876.47			$17,408.80
Appreciation on *Congregationalist*			9,181.28	9,181.28			9,181.28
			$41,656.99	$37,695.19			$8,227.52
General Expense						$39,560.88	$39,560.88
						$14,374.52	$47,788.40
Overhead	$6,068.80	$8,943.20	$2,554.41	$17,566.41	$5,748.20	8,624.80	31,939.41
Net Loss	**$10,004.35**	**$1,045.85**	**$44,211.40**	**$55,261.60**	**$1,466.89**	**$22,999.32**	**$79,727.81**

Showing Extra Deductions from Boston Inventory of $9,000.00
" " " " " Furniture and Fixtures of 1,300.00
" " " " " *Advance* of 25,000.00
" " " " Chicago Inventory of 3,000.00
" " " " " Furniture and Fixtures 1,846.41
" Appreciation, *Congregationalist* 9,181.28

1918–19 Deductions Boston Inventory $8,000.00
1918–19 " Chicago " 12,000.00

Above deductions excepting the *Advance* depreciation and the *Congregationalist* appreciation were made to cover omissions of former years.

CONGREGATIONAL PUBLISHING SOCIETY — COMBINED BALANCE SHEET AS OF FEBRUARY 28, 1919

Showing Further Adjustments as per Vote of Board of Directors, Covering also Depreciations Omitted in Former Years

Assets	Boston	Print. Dept.	Chicago	Eliminate Inter-Branch	Total
Cash	$11,786.76	$50.00	$1,550.00		$13,386.76
Reserve Fund (Invested),	33,984.85	.....	.....		33,984.85
Accounts Receivable,	37,821.54	11,205.84	45,201.44		94,228.82
Inventories,	107,192.41*	13,188.66	32,573.54*		152,954.61
Printing Plates,	3,354.77	.....	.....		3,354.77
Machinery and Equipment,	.....	75,083.68	.....		75,083.68
Furniture and Fixtures,	2,500.00*	598.38	2,500.00*		5,598.38
Publishing Rights,	666.00	.....	.....		666.00
Accrued Interest,	990.83	.....	.....		990.83
Prepaid Insurance,	597.87	815.20	252.10		1,665.17
Articles,	2,871.30	.....	.....		2,871.30
Inter-Branch,	22,429.90	.....	23,846.78	$46,276.68	.....
Congregationalist Investment,	60,000.00*	.....	.....		60,000.00
Advance Investment,	5,000.00*	.....	.....		5,000.00
	$289,196.23	$100,941.76	$105,923.86	$46,276.68	$449,785.17
Liabilities					
Notes, Shawmut,	$75,000. 00	.....	.....		$75,000.00
Notes, Other,	48,913.40	.....	.....		48,913.40
Accounts Payable,	37,928.66	$5,906.16	$4,585.35		48,420.17
Royalties,	4,899.56	.....	.....		4,899.56
Special,	100.00	.....	.....		100.00
Rent and Light,	1,257.46	.....	.....		1,257.46
Prepaid Subscriptions,	39,241.47	.....	.....		39,241.47
Inter-Branch,	23,846.78	22,429.90	.....	$46,276.68	.....
Surplus,	**58,008.90**	**72,605.70**	**101,338.51**		231,953.11
	$289,196.23	$100,941.76	$105,923.86	$46,276.68	$449,785.17

*Showing Extra Deductions from Boston Inventory of, $9,000.00
" " " " " Furniture and Fixtures of 1,300.00
" " " " *Advance* of 25,000.00
" " " " Chicago Inventory of 3,000.00
" " " " " Furniture and Fixtures of 1,846.41
" Appreciation *Congregationalist* 9,181.28

Regular Deductions Boston Inventory $8,000.00
" " Chicago Inventory 12,000.00

Savings and Betterments

A careful study of conditions in all parts of the business has suggested savings and betterments which will go far toward getting our affairs back upon a sound business basis.

The establishing and attempted maintenance of a ground floor bookstore in Chicago was an error. This has caused a loss every year if proper depreciations had been made and a heavy loss some years ago, notwithstanding the fact that no depreciations were deducted.

By sub-letting the ground floor store in Chicago, we have made changes resulting in *net* savings estimated at $5,000 to $10,000 annually, and beginning with 1920, this branch will show a substantial profit.

In addition to the increased selling prices on the Graded and Uniform series before mentioned, other plans for betterment have been worked out and put into effect. A condensed table will best exhibit such plans and emphasize their result in total to the Society.

It will be some years, however, before the Society can get on a sound financial basis. During this period every department should strive to contract expenditures and reach a maximum of production per dollar of cost.

Tabulation of Gross Annual Savings and Betterments Effective as of October 15, 1919

Sub-lease Chicago store	
Effective October 15, 1919	$13,869.00
Revised prices on Uniform Series	
Effective October 1, 1919	18,548.00
Revised prices on Graded Series	
Effective October 1, 1919	14,117.85
Actual Saving on *Congregationalist*	
Effected by placing on a cash in advance basis, trimming size of magazine, etc.	5,748.60
Actual Saving by changing methods in Chicago office of *Congregationalist*	1,700.00
Actual Rental Saving effected by condensing Boston business offices	385.00
Int. Saving in reduced Bills Payable indebtedness	3,067.57
Total Annual Savings	$57,436.02

Rising labor and raw material costs will largely use up the savings from the above sources, so the total of this table must by no means be understood as an addition to profits.

The Congregationalist

I urgently advise that the National Council take early measures for properly subsidizing *The Congregationalist.*

While this is by far the smallest department of the Society,— its income being but a little over seven per cent of our total business, — it annually entails a large loss which, of course, must be made up as an unwelcome and unfair burden on our larger departments.

The paper meets a real need and demand, and it is one of the most valuable publications of the church from a standpoint of educative propaganda and news.

The loss on this publication should be reduced in the future, as some of it was caused by inexperienced handling of its affairs, together with the serious annual loss assumed with the purchase of *The Advance.* However, with rising costs of raw materials and labor, it will be impossible to make it break even for some years. It bears an important relation to the future of the church, an intimate one to the welfare of the clergy and to the Christian homes it enters, and its future should be insured.

In closing this, my first report, allow me to add that I believe the future of our Society and its business is assured if we continue a conservative policy and apply common business principles to its control.

Every church official, from the national organization down to the clergy and local church and Sunday-school officials, should bend every effort to buy all printing, supplies and needs of the societies, churches and Sunday schools from the Congregational Publishing Society (The Pilgrim Press). In doing this they are making every dollar used for the cause do double duty. Keeping all church funds in your own church activities is, Firstly: Loyal; Secondly: Good business; Thirdly: Your Christian duty.

You do not make your missionary and salary contributions to the Methodist or Baptist churches across the way, so why

should you not buy all of your Sunday-school and Church supplies from your *own* denominational house?

I would suggest that the National Council appoint a special committee for investigating thoroughly the matter of all Society and other denominational printing with the end in view of consolidating *all* church society printing in our own church plant, where it rightfully belongs.

Abnormal labor conditions and strikes throughout the country have caused shortages of fuel and many raw materials, which have made prompt deliveries next to impossible in every publishing business. Our people who are informed have generally realized conditions and have been very patient. However, conditions are improving and every publisher feels that before the end of 1920 it will be possible to give better service than ever before.

ALBERT W. FELL,
Business Manager.

Boston, Dec. 1, 1919.

BY-LAWS OF THE CONGREGATIONAL PUBLISHING SOCIETY

Revised and Adopted May 27, 1919

I

Membership

The voting membership of the Congregational Publishing Society shall be composed of three classes: —

(*a*) The members of the National Council of the Congregational Churches of the United States.

(*b*) Eighteen corporate members-at-large to be elected by ballot in the following manner:

At each and every annual meeting of said Society to be held in connection with each regular biennial meeting of said National Council there shall be elected by ballot six members-at-large, who shall hold office for a term of six years and shall serve until their successors shall have been elected and have accepted office, to supply the place of the class retiring that year, and also such additional number, if any, as may be necessary to fill vacancies, to hold office during the remainder of the terms of those members-at-large whose places they fill.

(*c*) All present life members of said Society.

All persons described under the foregoing classes of (a), (b) and (c), who shall be present, shall be entitled to vote at meetings of said Society.

II

Meetings

Said Society shall meet annually in Boston, Massachusetts, on the first Monday in April, or in such place or at such time as the Board of Directors shall designate.

If by inadvertence or otherwise, the annual meeting shall not be called and held as herein provided, the Board of Directors shall order a special meeting to be called and held in lieu of and for the purposes of the annual meeting.

Special meetings of said Society may be called whenever the President or Board of Directors deem expedient, or upon the written request of not less than five members of said Society, stating the object of the meeting and addressed to the Recording Secretary, or in his absence, the officer hereinafter authorized to act in his place and stead.

And of every meeting of said Society, whether annual or special, public notice shall be given, signed by the Recording Secretary, stating therein the time, place and object of such meeting, by publication thereof in two successive issues of *The Congregationalist*, the last publication thereof to be seven days at least before such meeting.

In the absence of the Recording Secretary, the notices of any meeting of the members of said Society may be signed by the President or Treasurer.

Twelve members shall constitute a quorum at any meeting of said Society.

If a quorum is not present, the meeting may be adjourned from time to time by a vote of the majority of all the members present and voting until all the business proposed shall have been finished.

III

Officers

The officers of said Society shall be a President, a Vice-President, a Treasurer, a Recording Secretary, a General Secretary and a Board of Directors consisting of the President and Vice-President, *ex officiis*, and twenty-four members.

All officers of said Society shall serve until their successors shall have been elected and shall have accepted office.

At each annual meeting of said Society to be held in connection with each regular biennial meeting of said National Council there shall be elected by ballot a President, a Vice-President, a Treasurer, a Recording Secretary; and also eight Directors who shall hold office for a term of six years and shall serve until their successors shall have been elected and have accepted office, to supply the place of the class retiring that year, and also such additional number, if any, as may be necessary to fill vacancies, to hold office during the remainder of the terms of those Directors whose places they fill.

At each such annual meeting held in connection with a regular biennial meeting of said National Council, the American Board of Commissioners for Foreign Missions, the American Missionary Association and the Church Extension Board, so-called (composed of the Congregational Home Missionary Society, the Congregational Church Building Society and the Congregational Sunday School Extension Society), respectively, shall each have the right to nominate one member of said Board of Directors.

At each such annual meeting held in connection with a regular biennial meeting of said National Council, the General Secretary of said Society shall be elected by ballot, on the nomination of the Board of Directors of said Society, to hold office for a term of two years.

No Director who may have served a full term of six successive years shall be eligible for re-election until at least one year after the expiration of his previous term of office.

IV

President and Vice-President

The President and Vice-President shall perform the duties usually assigned to such officers.

The President and Vice-President shall be members *ex officiis* of the Board of Directors.

The President or Vice-President, jointly with the Treasurer, shall execute, acknowledge and deliver in the name and on behalf of said Society any and all deeds, leases or any other conveyances or instruments in writing, relating to any real estate owned or controlled by said Society, to or with such person or persons as the Directors by their vote shall authorize.

In the absence of the Treasurer, the President may sign checks in the name and on behalf of said Society.

He shall exercise a general supervision of said Society's affairs, and shall have the custody of the Treasurer's official bond.

V

Recording Secretary

The Recording Secretary shall attend and keep the records of all meetings of said Society; shall give due notice of all meetings thereof; shall prepare and furnish to the presiding officer a docket of all matters to be considered at any such meeting, and shall perform such other duties appertaining to said Society as the Board of Directors from time to time may require.

In case of his death, resignation or inability to act, the Board of Directors shall elect a successor at their next regular meeting, or at a special meeting called for the purpose to hold the position until the next annual meeting of said Society.

If in such case there are any duties incident to the office to be performed before such election, the President shall designate some suitable person to perform them.

VI

General Secretary

The General Secretary shall be the general advisory and executive officer of said Society under the general supervision of the Board of Directors and shall render such services in the several departments of said Society as the Board of Directors from time to time may determine.

He shall represent said Society before denominational and other assemblies and in its dealings with such organizations.

He shall bring to the attention of said Society or of the Board of Directors, at all meetings thereof, such matters as should receive consideration, with such recommendations as he may deem wise.

He shall prepare the yearly report of the work of said Society, for the annual meeting thereof, and submit the same for adoption at a meeting of the Board of Directors, to be held prior to said annual meeting.

In case of his death, resignation or inability to act, the Board of Directors shall elect a successor at their next regular meeting, or at a special meeting called for the purpose, to hold the position until the next annual meeting of said Society.

If in such case there are any duties incident to the office to be performed before such election, the President shall designate some suitable person to perform them.

VII

Treasurer

The Treasurer shall give bond for the faithful discharge of his duty in such sum and with such surety or sureties as shall be required from time to time by the Board of Directors.

He shall have the care and custody of the seal and of the cash and all

funds of said Society; shall receive moneys and make disbursements thereof as authorized by the Board of Directors; shall keep clear and accurate books of account, and shall be the custodian of said Society's deeds, leases, policies of insurance, bonds, stocks, agreements and any and all legal documents and papers pertaining to the business of said Society, except his own official bond to said Society.

He may borrow money in the name and on behalf of said Society for the legitimate uses and purposes thereof, pursuant to such votes as may be passed from time to time by the Board of Directors, and shall draw all checks for the transaction of the business of said Society.

All checks shall be drawn and all promissory notes or other obligations issued by him only upon regular numbered blanks provided for the purpose, with said Society's name written or printed on one end thereof; and all such promissory notes or other obligations shall be countersigned by at least the President, Vice-President or one member of the Board of Directors.

He shall make a written report to said Society at the annual meeting thereof, and to the Board of Directors at the regular meeting thereof.

The Treasurer, jointly with the President or Vice-President, shall execute, acknowledge and deliver in the name and on behalf of said Society any and all deeds, leases or any other conveyances or instruments in writing relating to any real estate owned or controlled by said Society, to or with such person or persons as the Directors by their vote shall authorize.

He shall also execute, acknowledge and deliver in the name and on behalf of said Society any and all assignments and discharges of mortgages, insurance policies, and any and all other legal documents and papers whenever duly authorized so to do by the Board of Directors.

In case of the death, resignation or inability to act of the Treasurer, the Board of Directors shall elect a successor at its next regular meeting, or at a special meeting called for the purpose.

The Board of Directors may from time to time appoint an Assistant Treasurer and define his powers and duties, which may include any or all duties given by law or these By-Laws to the Treasurer.

An Assistant Treasurer shall hold office during the pleasure of the Board of Directors, and the office may be filled or left vacant at any time.

VIII

Board of Directors

The Board of Directors shall have charge of all the affairs, business and property of said Society concerning which no other provision is made; may establish rules, consistent with these By-Laws, for the regulation of their own proceedings; may choose and appoint such other officers, agents and servants to take charge of the various departments of the work of said Society as they shall from time to time deem expedient; determine their duties and fix their compensation, and also the compensation of all the officers of said Society.

They shall have power to purchase or lease real estate and personal property for the uses and purposes of said Society.

They may by vote authorize the sale, conveyance or lease of any real estate owned or controlled by said Society to or with such person or persons and upon such terms as they may determine, such deeds, conveyances, leases, or any other conveyances or instruments in writing, to be executed, acknowledged and delivered in the name and on behalf of said Society by the President, or Vice-President, and the Treasurer, as hereinbefore provided.

They shall have authority to appoint such committees of said Board as from time to time may be necessary and upon whose recommendations said Board may take such action as they may deem expedient.

Any vacancy occurring from the death, resignation or inability of any officer of said Society or any member of the Board of Directors may be filled by the remaining Directors, at any regular meeting of said Board of Directors, or at any special meeting thereof called for that purpose, provided, however, that they have power to fill such vacancy only until the next annual meeting of said Society to be held in connection with a regular biennial meeting of said National Council.

The Board of Directors shall present a written or printed report of the work of said Society at each annual meeting thereof.

All the officers, agents or servants of said Society, chosen or appointed by the Board of Directors, shall hold their offices subject to removal at any time at the pleasure of said Board and, in case of removal, the salary of such officer, agent or servant shall cease.

IX

Seal

Said Society shall have a common seal which shall bear the corporate name and a cross engraved on its face, and which shall always remain in the care and custody of the Treasurer.

X

Nominating Committee

A Nominating Committee, which shall be the Nominating Committee, so-called, of said National Council, shall present at each regular biennial meeting of said Council, a printed ballot containing the names selected by said Nominating Committee, in accordance with the provisions of these By-Laws, for the offices of President, Vice-President, Recording Secretary, Treasurer, and members of the Board of Directors to be filled at such meeting.

XI

Change of By-Laws

These By-Laws may be altered, amended or repealed, or a new By-Law made, at any annual meeting or at any special meeting of said Society by a vote of two-thirds of the members present and voting, a quorum in each case being present; but no alteration, amendment or repeal shall be adopted unless the substance of the proposed alteration or amendment shall have been stated in the call and notice for such meeting.

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